

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

PART A
Department
or Agency
Identifying
Information

| | | | |
|--|-------------------------------|----------------|----------------|
| 1. Agency | 1. DOD Department of the Navy | | |
| 1.a 2nd level reporting component | Department of the Navy | | |
| 2. Address | 2. Room 4E598, The Pentagon | | |
| 3. City, State, Zip Code | 3. Washington, DC 20350-1000 | | |
| 4. Agency Code | 5. FIPS code(s) | 4. NV00 | 5. 95-2 |

PART B
Total
Employment

| | |
|---|------------------|
| 1. Enter total number of permanent full-time and part-time employees | 1. 249249 |
| 2. Enter total number of temporary employees | 2. 15930 |
| 3. TOTAL EMPLOYMENT [add lines B 1 through 2] | 4. 265179 |

PART C

Agency Official(s) Responsible
For Oversight of EEO
Program(s)

| Title Type | Name | Title |
|---|----------------------------|---|
| Head of Agency | Honorable Thomas W. Harker | Secretary of the Navy |
| Head of Agency Designee | Catherine L. Kessmeier | EEO Director; Acting, Assistant Secretary of the Navy, Manpower and Reserve Affairs (ASN(M&RA)) |
| Principal EEO Director/Official | Catherine L. Kessmeier | Acting, Assistant Secretary of the Navy, Manpower and Reserve Affairs (ASN (M&RA)) |
| Affirmative Employment Program Manager | Paul Boinay | Affirmative Employment Program Manager |
| Complaint Processing Program Manager | Deanner White | Complaint Processing Program Manager |
| Diversity & Inclusion Officer | Catherine L. Kessmeier | Acting, ASN (M&RA) |
| Hispanic Program Manager (SEPM) | Celina Kline | EEO Program Director |
| Women's Program Manager (SEPM) | Celina Kline | EEO Program Director |
| Disability Program Manager (SEPM) | Meena Farzanfar | Disability Program Manager |
| Special Placement Program Coordinator (Individuals with Disabilities) | None | N/A |
| Reasonable Accommodation Program Manager | Meena Farzanfar | Disability Program Manager |
| Anti-Harassment Program Manager | None | N/A |
| ADR Program Manager | Detria Liles-Hutchinson | Attorney Advisor Dispute Resolution Specialist |
| Compliance Manager | Deanner White | Complaints Program Manager |
| Principal MD-715 Preparer | Paul Boinay | Affirmative Employment Program Manager |
| Other EEO Staff | Celina Kline | Director, Office of Equal Employment Opportunity |

For period covering October 1, 2019 to September 30, 2020

PART D
List of Subordinate Components Covered in
This Report

| Subordinate Component and Location (City/State) | Country | Agency Code |
|--|----------------|--------------------|
| DOD Department of the Navy Falls Church, VA | United States | NV18 |
| DOD Department of the Navy Fort Meade, MD | United States | OTHER |
| DOD Department of the Navy Washington, DC | United States | NV25 |
| DOD Department of the Navy Washington, DC | United States | NV15 |
| DOD Department of the Navy San Diego, CA | United States | NV74 |
| DOD Department of the Navy Norfolk, VA | United States | NV72 |
| DOD Department of the Navy Honolulu, HI | United States | NV70 |
| DOD Department of the Navy Washington, DC | United States | NV11 |
| DOD Department of the Navy Quantico, VA | United States | NV27 |
| DOD Department of the Navy Washington, DC | United States | NV24 |
| DOD Department of the Navy Mechanicsburg, PA | United States | NV23 |
| DOD Department of the Navy Arlington, VA | United States | NV14 |
| DOD Department of the Navy Pensacola, FL | United States | NV76 |
| DOD Department of the Navy Washington, DC | United States | NV30 |
| DOD Department of the Navy San Diego, CA | United States | NV39 |
| DOD Department of the Navy Millington, TN | United States | NV22 |
| DOD Department of the Navy Washington, DC | United States | NV52 |
| DOD Department of the Navy Norfolk, VA | United States | NV60 |
| DOD Department of the Navy Washington, DC | United States | NV12 |
| DOD Department of the Navy Arlington, VA | United States | NV22 |
| DOD Department of the Navy Norfolk, VA | United States | NV33 |
| DOD Department of the Navy Patuxent River, MD | United States | NV19 |

| EEOC FORMS and Documents | Required | Uploaded | |
|--|-----------------|-----------------|--|
| Personal Assistance Services Procedures | Y | Y | |
| Organization Chart | Y | Y | |
| EEO Policy Statement | Y | Y | |
| Agency Strategic Plan | Y | Y | |
| Anti-Harassment Policy and Procedures | Y | Y | |

For period covering October 1, 2019 to September 30, 2020

| EEOC FORMS and Documents | Required | Uploaded | |
|--|-----------------|-----------------|--|
| Alternative Dispute Resolution Procedures | Y | Y | |
| Reasonable Accommodation Procedure | Y | Y | |
| Disabled Veterans Affirmative Action Program (DVAAP) Report | N | Y | |
| EEO Strategic Plan | N | N | |
| Federal Equal Opportunity Recruitment Program (FEORP) Report | N | Y | |
| Human Capital Strategic Plan | N | Y | |
| Results from most recent Federal Employee Viewpoint Survey or Annual Employee Survey | N | Y | |
| Diversity Policy Statement | N | Y | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: MISSION

The Department of the Navy (DON) will recruit, train, equip, and organize to deliver combat-ready Naval forces to win conflicts and wars while maintaining security and deterrence through sustained forward presence.

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: ESSENTIAL ELEMENT A-F

The DON systematically evaluated its Equal Employment Opportunity (EEO) performance for Fiscal Year (FY) 2020 using Part G of EEO Management Directive 715 (MD-715) and the revised "EEOC Instructions to Federal Agencies for EEO MD-715" as guides. This evaluation included information from 23 Major Commands, which includes 65 lower level subcomponents. Total DON workforce numbers remained relatively the same and the DON Office of EEO (OEEO) staff did as well.

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: WORKFORCE ANALYSES

A detailed agency-level workforce analysis was accomplished in accordance with EEOC Instructions to Federal Agencies for EEO MD-715 (Section II – Barrier Analysis and Elimination).

At the agency level, workforce data showed relatively consistent participation rates, trends, and associated triggers for each demographic group and within each of the employment lifecycle milestones and conditions evaluated.

In addition to the agency-level analysis, 23 major agency components and dozens of their respective subordinate components also conducted more localized analyses. Those analyses identified and assessed workforce changes, triggers, and trends specific to their respective organizational and geographic areas of responsibility. These efforts are detailed in Part I of this report.

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

1. Organization and Resourcing Study

The portion of the DON organization that includes civilian employees is comprised of 23 Major Commands and an additional 65 lower-level subordinate components, encompassing roughly 1,350 individual units with a total of 265,000 civilian employees assigned. To support those employees, the DON EEO Program is executed by approximately 300 EEO practitioners located in more than 100 locations in 21 states and 3 countries.

In alignment with the 2019-2030 DON Civilian Human Capital Strategy (HCS), the DON utilized contracted resources to provide an independent perspective of program organization, workflow, and other relevant factors. That effort identified and interviewed relevant stakeholders, assessed EEO practitioner workloads and assignments, and analyzed the current DON EEO Program structure and its effectiveness, with the intention of designing a recommended future state.

Assessment efforts will continue through the beginning of FY 2021, and the effort will culminate in a final future state decision and implementation strategy in the next few fiscal years.

2. DoD Data Pilot Program

The DON participated in a high-level data-related initiative undertaken by the Department of Defense (DoD) Office of Diversity, Equity, and Inclusion (ODEI), in support of Equal Employment Opportunity Commission (EEOC) efforts to improve EEOC access to timely, accurate, and consistent agency employee data. The initiative focused on use of Status and Dynamic files to provide relevant demographic information for key employment activities and milestones. Due to the extraordinary complexity of the DON's civilian organization and related data systems, FY 2020 efforts to support the DoD/EEOC initiative focused primarily on appropriated fund employees, which comprise roughly 85 percent of the DON workforce. Future efforts are tentatively planned to address incorporation of Non-Appropriated (NAF) employee data, as well as Applicant Flow Data (for both NAF and appropriated fund positions) and Career Development data.

3. DoD Disability Program Managers Working Group (DDPMWG)

As a member of the DDPMWG, the DON also participated in a second DoD data initiative, more narrowly focused on creation of an authoritative repository of disability-related data. As with the broader DoD/EEOC Status/Dynamic file effort, the DoD Disability Data Repository initiative seeks to iteratively address relevant issues, with initial focus on readily achievable goals. Tentative future plans concentrate on more challenging aspects of disability data, for example, elements that are not centrally managed, such as reasonable accommodations data and information on hiring and appointments that take disability status into account.

4. Enhancements to the Navy Electronic Accommodations Tracker (NEAT)

The Navy Electronic Accommodations Tracker (NEAT) is the DON's online data management system. It is used by the DON's subordinate commands to track and maintain documentation for reasonable accommodation (RA) requests. The DON is able to use this centralized data source to monitor the timeliness of RA processing, the resources allocated toward granted accommodations, and the estimated/actual cost of reasonable accommodations throughout the DON. During FY 2020, the DON OEEO imported the largest NEAT system enhancement to date, which included improvements to system functionality, seven additional options for custom reports, and the ability to maintain data for Personal Assistance Services (PAS) requests.

5. Barrier Analysis Training

Due to the COVID-19 pandemic, the DON OEEO was unable to provide planned in-person barrier analysis training. As a

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

result, the DON OEE0 revised and reformatted the existing curriculum and developed comprehensive new materials suitable for multiple alternative, online training environments, including both self-paced individual instruction and virtual team training. Due to the comprehensive nature of the training, which covered all critical aspects of barrier analysis, more than 30 relevant supplementary documents were also assembled and made available in addition to the primary presentation materials. To test the new curriculum and materials, initial training was conducted over the course of two weeks to a newly formed Barrier Analysis Team (BAT) from one of the DON's subcomponents, consisting of a 25-person collaborative partnership of Human Resources employees, leaders, and EEO personnel. The core training materials were then tailored to the recipients, and the effort culminated in a team exercise, where the BAT used their actual workforce and applicant data and applied their recent training in order to develop a comprehensive "Trigger Table." That document clearly depicted all of their key data-related triggers, which they then used to prioritize planned analyses to be conducted during the remainder of the reporting period. Upon completion of the training test bed, the training materials were further improved and used for virtual instruction of other DON EEO practitioners throughout the remainder of the year.

6. Revision of Inspector General (IG) Checklist

In partnership with the DON Office of the Inspector General (OIG), the DON OEE0 completely revised the EEO-related questions on the DON IG Checklist. The modifications introduced relevant, objective compliance measures, eliminated redundancies and ineffective assessment criteria, and aligned the evaluation efforts of the OIG with those of Part G of EEOC Management Directive 715. This revised checklist incentivized DON subcomponents to conduct thorough self-assessments and to accurately report their program status to the DON OEE0, improving both the IG Inspections Program and annual internal EEO Program Status Reports of the DON subordinate components.

7. Improvement of Complaint Processing

Of significant importance from FY 2019 to FY 2020, there was an increase in timely processing of counseling (from 94% to 95%) and investigations (from 79% to 86%). Through monthly training meetings with commands, emphasis was put on the importance of gathering documents in advance as well as the correct way to organize and standardize the submissions. The Office of EEO collaborated with DoD's Investigations Resolutions Directorate (IRD) on best practices and requirements in order to ensure a successful partnership and timely processing of all cases.

8. Manager's Internal Control Program (MICP)

The DON OEE0 provided detailed information to integrate relevant EEO measures into the DON's formal Manager's Internal Control Program, which is designed to document, assess, and report risks and internal controls related to key DON programs. In alignment with Part G of EEOC Management Directive 715, the addition of EEO to the MICP effort provides additional structure and visibility of EEO-related risks, deficiencies, control activities, mitigation strategies, and resolution plans.

9. IComplaints Platform Upgrade

In FY2020, as part of management's commitment to ensuring all the proper tools and systems are in place to efficiently process and track EEO complaints, the upgraded platform ETK was purchased for the current IComplaints system. Due to the configurations and work needed to apply the upgrade to the current system, the actual implementation will take place in FY2022. This upgraded platform, known as ETK, will allow enhanced search functions, improve efficiencies, standardize processing and streamline reporting.

10. Revision of DON EEO Information Sites

During FY 2020, the DON OEE0 initiated revisions of both its internal and external websites, with the goals of providing more

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: ACCOMPLISHMENTS

effective and efficient accessibility of key information to the DON's supervisors and managers, employees, and applicants, as well as DON EEO practitioners. In addition, this effort contributed to the effort to better comply with relevant provisions of Part G of EEOC MD-715 concerning public postings and requirements to inform employees of key EEO topics. The site revisions are ongoing, and will be completed in FY 2022.

11. Workforce Recruitment Program (WRP)

Despite challenges with recruitment and hiring due to the pandemic, the DON was able to surpass all DoD Components in FY 2020 WRP utilization and spending of the DoD centralized fund dedicated to executing the WRP. As a result, the DON hosted 22 WRP participants in internships, 4 (18%) of whom have been converted from temporary to permanent appointments. Additionally, the DON has placed 6 WRP candidates directly into permanent positions by utilizing the WRP database as a source for qualified candidates to fill vacancies throughout the Department.

12. DON Individuals with Disabilities (IWD) Champions Council

The DON Individuals with Disabilities (IWD) Champions Council was established to strengthen the DON's commitment to being a model employer by increasing efforts to hire, advance, and retain IWD across the Department. In July 2019, the DON appointed a new IWD Champion for the DON, who has reinvigorated the Champions construct, and has been leading bimonthly IWD Champions Council meetings since November 2019. The Council comprises of Senior Executive Service representatives and EEO leaders from each DON Major Command, with the intent of leveraging their leadership position to facilitate positive change for the Disability Program. The IWD Champions collectively decided to address the following three 2020 objectives: (1) resurveying the DON workforce to encourage self-identification of a disability; (2) enhancing accessibility of IT/electronic documents to ensure that the DON's information and communication technology is accessible to people with disabilities; and (3) enhancing accessibility of facilities to ensure the DON's compliance with the Architectural Barriers Act (ABA) and provide effective accommodation solutions related to physical access to the workplace. Every member of the IWD Champions Council is assigned to one of the three objectives in order to incorporate interests from across the DON and ensure successful implementation of planned activities.

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

EXECUTIVE SUMMARY: PLANNED ACTIVITIES

Commensurate with the resources available, the following areas will be prioritized as focus areas for FY 2021:

1. Improving compliance with regulatory complaints processing requirements and related DON OEEO procedures, including timeliness, accuracy, and completeness of processing milestone events.
2. Enhancing EEO training for EEO counselors and ensuring compliance.
3. Developing DON Anti-Harassment procedures, in alignment with recently issued DoD Instruction 1020.04, Harassment Prevention and Response for DoD Civilian Employees.
4. Analyzing and improving EEO Program resources and program oversight (personnel, training, data systems, funding, administrative support, and contracted capabilities, etc.) and related management controls for relevant program elements, including those within the subordinate components.
5. Improving collaboration between the EEO Program and human resources, specifically related to barrier identification and elimination, EEO training, and EEO data systems.


DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

 am the
(Insert Name Above) (Insert official
title/series/grade above)

Principal EEO Director/Official for


(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with
EEO MD-715.

Date

Signature of Agency Head or Agency Head Designee



Date

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



Essential Element: A Demonstrated Commitment From agency Leadership

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | A.1. The agency issues an effective, up-to-date EEO policy statement. | | | | |
| A.1.a. Does the agency annually issue a signed and dated EEO policy statement on agency letterhead that clearly communicates the agency's commitment to EEO for all employees and applicants? If "Yes", please provide the annual issuance date in the comments column. [see MD-715, II(A)] | | X | | | July 2, 2020 7/2/2020 |
| A.1.b. Does the EEO policy statement address all protected bases (age, color, disability, sex (including pregnancy, sexual orientation and gender identity), genetic information, national origin, race, religion, and reprisal) contained in the laws EEOC enforces? [see 29 CFR § 1614.101(a)] If the EEO policy statement covers any additional bases (e.g., marital status, veteran status and political affiliation), please list them in the comments column. | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
|  Measures | | Yes | No | N/A | |
| | A.2. The agency has communicated EEO policies and procedures to all employees. | | | | |
| | A.2.a. Does the agency disseminate the following policies and procedures to all employees: | | | | |
| | A.2.a.1. Anti-harassment policy? [see MD 715, II(A)] | X | | | |
| | A.2.a.2. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)] | X | | | |
| | A.2.b. Does the agency prominently post the following information throughout the workplace and on its public website: | | | | |
| | A.2.b.1. The business contact information for its EEO Counselors, EEO Officers, Special Emphasis Program Managers, and EEO Director? [see 29 C.F.R § 1614.102(b)(7)] | X | | | |
| | A.2.b.2. Written materials concerning the EEO program, laws, policy statements, and the operation of the EEO complaint process? [see 29 CFR §1614.102(b)(5)] | X | | | |
| | A.2.b.3. Reasonable accommodation procedures? [see 29 CFR § 1614.203(d)(3)(i)] If so, please provide the internet address in the comments column. | X | | | https://www.secnnav.navy.mra/eo/Pages/Discrimination-Policy-and-Reasonable-Accommodation.a |
| | A.2.c. Does the agency inform its employees about the following topics: | | | | |
| | A.2.c.1. EEO complaint process? [see 29 CFR §§ 1614.102(a)(12) and 1614.102(b)(5)] If "yes", please provide how often and the means by which such training is delivered. | X | | | New employees generally receive this information during their initial onboarding; however, validation of onboarding information provided to new employees in FY 2018 shows that this information has not consistently been included in the onboarding packages. |
| | A.2.c.2. ADR process? [see MD-110, Ch. 3(II)(C)] If "yes", please provide how often. | X | | | Upon initial onboarding. Additionally, information is provided via various internal marketing methods. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



| | | | | |
|--|--|-----------------------------|----|---|
| A.2.c.3. Reasonable accommodation program? [see 29 CFR § 1614.203(d)(7)(ii)(C)] If “yes”, please provide how often. | X | | | Upon initial onboarding. Additionally, information is provided via various internal marketing methods. |
| A.2.c.4. Anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] If “yes”, please provide how often. | X | | | The Secretary of the Navy issues an annual Workplace Anti-Harassment Policy Statement, which clearly informs all employees that harassment on any protected basis is prohibited and will not be tolerated. The Statement informs all employees that incidents of harassment should be reported through appropriate channels, and that every leader ensures the reported incident is immediately investigated. |
| A.2.c.5. Behaviors that are inappropriate in the workplace and could result in disciplinary action? [5 CFR §2635.101(b)] If “yes”, please provide how often. | X | | | Not available |
|  Compliance Indicator | A.3. The agency assesses and ensures EEO principles are part of its culture. | Measure Has Been Met | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | |
| A.3.a. Does the agency provide recognition to employees, supervisors, managers and units demonstrating superior accomplishment in equal employment opportunity? [see 29 CFR § 1614.102(a)(9)] If “yes”, provide one or two examples in the comments section. . | X | | | An agency-wide award was also implemented to provide further recognition in this regard. |
| A.3.b. Does the agency utilize the Federal Employee Viewpoint Survey or other climate assessment tools to monitor the perception of EEO principles within the workforce? [see 5 CFR Part 250] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



Essential Element: B Integration of EEO into the agency's Strategic Mission

|  Compliance Indicator | | Measure Has Been Met | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|--|
| | | Yes | No | N/A |
|  Measures | B.1. The reporting structure for the EEO program provides the principal EEO official with appropriate authority and resources to effectively carry out a successful EEO program. | | | |
| | B.1.a. Is the agency head the immediate supervisor of the person ("EEO Director") who has day-to-day control over the EEO office? [see 29 CFR §1614.102(b)(4)] | X | | |
| | B.1.a.1. If the EEO Director does not report to the agency head, does the EEO Director report to the same agency head designee as the mission-related programmatic offices? If "yes," please provide the title of the agency head designee in the comments. | X | | The Assistant Secretary of the Navy, Manpower and Reserve Affairs (ASN (M&RA)) is both the EEO Director and the Agency Head Designee. |
| | B.1.a.2. Does the agency's organizational chart clearly define the reporting structure for the EEO office? [see 29 CFR §1614.102(b)(4)] | X | | |
| | B.1.b. Does the EEO Director have a regular and effective means of advising the agency head and other senior management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program? [see 29 CFR §1614.102(c)(1); MD-715 Instructions, Sec. I] | X | | |
| | B.1.c. During this reporting period, did the EEO Director present to the head of the agency, and other senior management officials, the "State of the agency" briefing covering the six essential elements of the model EEO program and the status of the barrier analysis process? [see MD-715 Instructions, Sec. I] If "yes", please provide the date of the briefing in the comments column. | X | | March 15, 2019 |
| | B.1.d. Does the EEO Director regularly participate in senior-level staff meetings concerning personnel, budget, technology, and other workforce issues? [see MD-715, II(B)] | X | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|-----------------------------|----|-----|---|
| | | Yes | No | N/A | |
|  Measures | B.2. The EEO Director controls all aspects of the EEO program. | | | | |
| | B.2.a. Is the EEO Director responsible for the implementation of a continuing affirmative employment program to promote EEO and to identify and eliminate discriminatory policies, procedures, and practices? [see MD-110, Ch. 1(III)(A); 29 CFR §1614.102(c)] If not, identify the office with this authority in the comments column. | X | | | |
| | B.2.b. Is the EEO Director responsible for overseeing the completion of EEO counseling? [see 29 CFR §1614.102(c)(4)] | X | | | |
| | B.2.c. Is the EEO Director responsible for overseeing the fair and thorough investigation of EEO complaints? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.] | X | | | |
| | B.2.d. Is the EEO Director responsible for overseeing the timely issuance of final agency decisions? [see 29 CFR §1614.102(c)(5)] [This question may not be applicable for certain subordinate level components.] | X | | | |
| | B.2.e. Is the EEO Director responsible for ensuring compliance with EEOC orders? [see 29 CFR §§ 1614.102(e); 1614.502] | X | | | |
| | B.2.f. Is the EEO Director responsible for periodically evaluating the entire EEO program and providing recommendations for improvement to the agency head? [see 29 CFR §1614.102(c)(2)] | X | | | |
| | B.2.g. If the agency has subordinate level components, does the EEO Director provide effective guidance and coordination for the components? [see 29 CFR §§ 1614.102(c)(2); (c)(3)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| B.3.a. Do EEO program officials participate in agency meetings regarding workforce changes that might impact EEO issues, including strategic planning, recruitment strategies, vacancy projections, succession planning, and selections for training/career development opportunities? [see MD-715, II(B)] | | X | | | |
| B.3.b. Does the agency's current strategic plan reference EEO / diversity and inclusion principles? [see MD-715, II(B)] If "yes", please identify the EEO principles in the strategic plan in the comments column. | | X | | | Examples include the Chief of Naval Operations' principles that the agency must "harness the teamwork, talent and imagination of our diverse force," as well as the Commandant of the Marine Corps' tenet that the Corps must be "able to draw upon the contributions from the Total Force." |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020





Agency Self-Assessment Checklist

|  | Compliance Indicator | B.4. The agency has sufficient budget and staffing to support the success of its EEO program. | Measure Has Been Met | | N/A | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|----------------------|---|----------------------|----|-----|--|
|  | Measures | | Yes | No | | |
| B.4.a. Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: | | | | | | |
| B.4.a.1. to conduct a self-assessment of the agency for possible program deficiencies? [see MD-715, II(D)] | | | X | | | |
| B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)] | | | X | | | |
| B.4.a.11. to ensure timely and complete compliance with EEOC orders? [see MD-715, II(E)] | | | X | | | |
| B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)] | | | | X | | |
| B.4.a.3. to timely, thoroughly, and fairly process EEO complaints, including EEO counseling, investigations, final agency decisions, and legal sufficiency reviews? [see 29 CFR §§ 1614.102(c)(5); 1614.105(b) – (f); MD-110, Ch. 1(IV)(D) & 5(IV); MD-715, II(E)] | | | X | | | |
| B.4.a.4. to provide all supervisors and employees with training on the EEO program, including but not limited to retaliation, harassment, religious accommodations, disability accommodations, the EEO complaint process, and ADR? [see MD-715, II(B) and III(C)] If not, please identify the type(s) of training with insufficient funding in the comments column. | | | X | | | |
| B.4.a.5. to conduct thorough, accurate, and effective field audits of the EEO programs in components and the field offices, if applicable? [see 29 CFR §1614.102(c)(2)] | | | X | | | |
| B.4.a.6. to publish and distribute EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures)? [see MD-715, II(B)] | | | X | | | |
| B.4.a.7. to maintain accurate data collection and tracking systems for the following types of data: complaint tracking, workforce demographics, and applicant flow data? [see MD-715, II(E)] If not, please identify the systems with insufficient funding in the comments section. | | | X | | | |
| B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709] | | | | X | | |
| B.4.a.9. to effectively manage its anti-harassment program? [see MD-715 Instructions, Sec. I; EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C. 1] | | | | | X | Not applicable |
| B.4.b. Does the EEO office have a budget that is separate from other offices within the agency? [see 29 CFR § 1614.102(a)(1)] | | | X | | | |
| B.4.c. Are the duties and responsibilities of EEO officials clearly defined? [see MD-110, Ch. 1(III)(A), 2(III), & 6(III)] | | | X | | | |
| B.4.d. Does the agency ensure that all new counselors and investigators, including contractors and collateral duty employees, receive the required 32 hours of training, pursuant to Ch. 2(II) (A) of MD-110? | | | X | | | |
| B.4.e. Does the agency ensure that all experienced counselors and investigators, including contractors and collateral duty employees, receive the required 8 hours of annual refresher training, pursuant to Ch. 2(II)(C) of MD-110? | | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|---|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | B.5. The agency recruits, hires, develops, and retains supervisors and managers who have effective managerial, communications, and interpersonal skills | | | | |
| | B.5.a. Pursuant to 29 CFR §1614.102(a)(5), have all managers and supervisors received orientation, training, and advice on their responsibilities under the following areas under the agency EEO program: | | | | |
| | B.5.a.1. EEO complaint process? [see MD-715(II)(B)] | X | | | |
| | B.5.a.2. Reasonable Accommodation Procedures? [see 29 CFR § 1614.102(d)(3)] | X | | | |
| | B.5.a.3. Anti-harassment policy? [see MD-715(II)(B)] | X | | | |
| | B.5.a.4. Supervisory, managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications? [see MD-715, II(B)] | X | | | |
| | B.5.a.5. ADR, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR? [see MD-715(II)(E)] | X | | | |
|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| | B.6. The agency involves managers in the implementation of its EEO program. | | | | |
| | B.6.a. Are senior managers involved in the implementation of Special Emphasis Programs? [see MD-715 Instructions, Sec. I] | X | | | |
| | B.6.b. Do senior managers participate in the barrier analysis process? [see MD-715 Instructions, Sec. I] | X | | | |
| | B.6.c. When barriers are identified, do senior managers assist in developing agency EEO action plans (Part I, Part J, or the Executive Summary)? [see MD-715 Instructions, Sec. I] | X | | | |
| | B.6.d. Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans? [29 CFR §1614.102(a)(5)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



Essential Element: C Management and Program Accountability

|  Compliance Indicator | | Measure Has Been Met | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|--|
| | | Yes | No | N/A |
|  Measures | C.1. The agency conducts regular internal audits of its component and field offices. | | | |
| C.1.a. Does the agency regularly assess its component and field offices for possible EEO program deficiencies? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section. | | X | | The schedule for assessments varies from year to year. |
| C.1.b. Does the agency regularly assess its component and field offices on their efforts to remove barriers from the workplace? [see 29 CFR §1614.102(c)(2)] If "yes", please provide the schedule for conducting audits in the comments section. | | X | | The schedule for assessments varies from year to year. |
| C.1.c. Do the component and field offices make reasonable efforts to comply with the recommendations of the field audit? [see MD-715, II(C)] | | X | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist

|  | Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|----------------------|---|----------------------|----|-----|--|
|  | Measures | C.2. The agency has established procedures to prevent all forms of EEO discrimination. | Yes | No | N/A | |
| | | C.2.a. Has the agency established comprehensive anti-harassment policy and procedures that comply with EEOC's enforcement guidance? [see MD-715, II(C); Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)] | X | | | |
| | | C.2.a.1. Does the anti-harassment policy require corrective action to prevent or eliminate conduct before it rises to the level of unlawful harassment? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.1] | X | | | |
| | | C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)] | | X | | The DON's Anti-Harassment policy and procedures are not overseen by a single Anti-Harassment Coordinator, and therefore, a firewall is not necessary. |
| | | C.2.a.3. Does the agency have a separate procedure (outside the EEO complaint process) to address harassment allegations? [see Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (Enforcement Guidance), EEOC No. 915.002, § V.C.1 (June 18, 1999)] | X | | | |
| | | C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.] | | X | | |
| | | C.2.a.5. Does the agency conduct a prompt inquiry (beginning within 10 days of notification) of all harassment allegations, including those initially raised in the EEO complaint process? [see Complainant v. Dep't of Veterans Affairs, EEOC Appeal No. 0120123232 (May 21, 2015); Complainant v. Dep't of Defense (Defense Commissary Agency), EEOC Appeal No. 0120130331 (May 29, 2015)] If "no", please provide the percentage of timely-processed inquiries in the comments column. | X | | | |
| | | C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)] | | X | | |
| | | C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)] | | X | | |
| | | C.2.b.1. Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations throughout the agency? [see 29 CFR §1614.203(d)(3)(D)] | X | | | |
| | | C.2.b.2. Has the agency established a firewall between the Reasonable Accommodation Program Manager and the EEO Director? [see MD-110, Ch. 1(IV)(A)] | X | | | |
| | | C.2.b.3. Does the agency ensure that job applicants can request and receive reasonable accommodations during the application and placement processes? [see 29 CFR §1614.203(d)(1)(ii)(B)] | X | | | |
| | | C.2.b.4. Do the reasonable accommodation procedures clearly state that the agency should process the request within a maximum amount of time (e.g., 20 business days), as established by the agency in its affirmative action plan? [see 29 CFR §1614.203(d)(3)(i)(M)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

| | | | | |
|---|---|---|--|---|
| C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column. | | X | | Forty-three (43) percent of reasonable accommodations requests were processed timely. |
| C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC's regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)] | X | | | |
| C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If "yes", please provide the internet address in the comments column. | X | | | https://www.secnnav.navy.mra/eeo/Pages/Personal-Assistance-Services.aspx |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  | Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|-----------------------------|---|-----------------------------|----|--|---|
|  | Measures | | Yes | No | | |
| | | C.3. The agency evaluates managers and supervisors on their efforts to ensure equal employment opportunity. | | | | |
| | | C.3.a. Pursuant to 29 CFR §1614.102(a)(5), do all managers and supervisors have an element in their performance appraisal that evaluates their commitment to agency EEO policies and principles and their participation in the EEO program? | X | | | |
| | | C.3.b. Does the agency require rating officials to evaluate the performance of managers and supervisors based on the following activities: | | | | |
| | | C.3.b.1. Resolve EEO problems/disagreements/conflicts, including the participation in ADR proceedings? [see MD-110, Ch. 3.I] | X | | | |
| | | C.3.b.2. Ensure full cooperation of employees under his/her supervision with EEO officials, such as counselors and investigators? [see 29 CFR §1614.102(b)(6)] | X | | | |
| | | C.3.b.3. Ensure a workplace that is free from all forms of discrimination, including harassment and retaliation? [see MD-715, II(C)] | X | | | |
| | | C.3.b.4. Ensure that subordinate supervisors have effective managerial, communication, and interpersonal skills to supervise in a workplace with diverse employees? [see MD-715 Instructions, Sec. I] | X | | | |
| | | C.3.b.5. Provide religious accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(7)] | X | | | |
| | | C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)] | X | | | |
| | | C.3.b.7. Support the EEO program in identifying and removing barriers to equal opportunity?. [see MD-715, II(C)] | X | | | |
| | | C.3.b.8. Support the anti-harassment program in investigating and correcting harassing conduct?. [see Enforcement Guidance, V.C.2] | X | | | |
| | | C.3.b.9. Comply with settlement agreements and orders issued by the agency, EEOC, and EEO-related cases from the Merit Systems Protection Board, labor arbitrators, and the Federal Labor Relations Authority? [see MD-715, II(C)] | X | | | |
| | | C.3.c. Does the EEO Director recommend to the agency head improvements or corrections, including remedial or disciplinary actions, for managers and supervisors who have failed in their EEO responsibilities? [see 29 CFR §1614.102(c)(2)] | X | | | |
| | | C.3.d. When the EEO Director recommends remedial or disciplinary actions, are the recommendations regularly implemented by the agency? [see 29 CFR §1614.102(c)(2)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | |
|--|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
| C.4.a. Do the HR Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures conform to EEOC laws, instructions, and management directives? [see 29 CFR §1614.102(a)(2)] | | X | | | |
| C.4.b. Has the agency established timetables/schedules to review at regular intervals its merit promotion program, employee recognition awards program, employee development/training programs, and management/personnel policies, procedures, and practices for systemic barriers that may be impeding full participation in the program by all EEO groups? [see MD-715 Instructions, Sec. I] | | X | | | |
| C.4.c. Does the EEO office have timely access to accurate and complete data (e.g., demographic data for the workforce, applicants, training programs, etc.) required to prepare the MD-715 workforce data tables? [see 29 CFR §1614.601(a)] | | X | | | |
| C.4.d. Does the HR office timely provide the EEO office with access to other data (e.g., exit interview data, climate assessment surveys, and grievance data), upon request? [see MD-715, II(C)] | | X | | | |
| C.4.e. Pursuant to Section II(C) of MD-715, does the EEO office collaborate with the HR office to: | | | | | |
| C.4.e.1. Implement the Affirmative Action Plan for Individuals with Disabilities? [see 29 CFR §1614.203(d); MD-715, II(C)] | | X | | | |
| C.4.e.2. Develop and/or conduct outreach and recruiting initiatives? [see MD-715, II(C)] | | X | | | |
| C.4.e.3. Develop and/or provide training for managers and employees? [see MD-715, II(C)] | | X | | | |
| C.4.e.4. Identify and remove barriers to equal opportunity in the workplace? [see MD-715, II(C)] | | X | | | |
| C.4.e.5. Assist in preparing the MD-715 report? [see MD-715, II(C)] | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|---|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | C.5. Following a finding of discrimination, the agency explores whether it should take a disciplinary action. | | | | |
| | C.5.a. Does the agency have a disciplinary policy and/or table of penalties that covers discriminatory conduct? [see 29 CFR §1614.102(a)(6); see also Douglas v. Veterans Administration, 5 MSPR 280 (1981)] | X | | | |
| | C.5.b. When appropriate, does the agency discipline or sanction managers and employees for discriminatory conduct? [see 29 CFR §1614.102(a)(6)] If "yes", please state the number of disciplined/sanctioned individuals during this reporting period in the comments. | X | | | One (1) employee was disciplined for discriminatory conduct. The nature of disciplinary action was termination. Other agency employees were disciplined for related conduct or behavior that fell short of discriminatory conduct. |
| | C.5.c. If the agency has a finding of discrimination (or settles cases in which a finding was likely), does the agency inform managers and supervisors about the discriminatory conduct (e.g., post mortem to discuss lessons learned)? [see MD-715, II(C)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| C.6.a. Does the EEO office provide management/supervisory officials with regular EEO updates on at least an annual basis, including EEO complaints, workforce demographics and data summaries, legal updates, barrier analysis plans, and special emphasis updates? [see MD-715 Instructions, Sec. I] If "yes", please identify the frequency of the EEO updates in the comments column. | C.6. The EEO office advises managers/supervisors on EEO matters. | X | | | The Director of the Office of EEO provides numerous briefs throughout the year to the Assistant Secretary of the Navy, Manpower and Reserve Affairs (ASN (M&RA)) as well as to Senior Executives across the DON. |
| C.6.b. Are EEO officials readily available to answer managers' and supervisors' questions or concerns? [see MD-715 Instructions, Sec. I] | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist





Essential Element: D Proactive Prevention

|  Compliance Indicator | | Measure Has Been Met | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|-----------------------------|----|---|
| | | Yes | No | |
|  Measures | D.1. The agency conducts a reasonable assessment to monitor progress towards achieving equal employment opportunity throughout the year. | | | |
| D.1.a. Does the agency have a process for identifying triggers in the workplace? [see MD-715 Instructions, Sec. I] | | X | | |
| D.1.b. Does the agency regularly use the following sources of information for trigger identification: workforce data; complaint/grievance data; exit surveys; employee climate surveys; focus groups; affinity groups; union; program evaluations; special emphasis programs; and/or external special interest groups? [see MD-715 Instructions, Sec. I] | | X | | |
| D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)] | | | X | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | D.2. The agency identifies areas where barriers may exclude EEO groups (reasonable basis to act.) | | | | |
| | D.2.a. Does the agency have a process for analyzing the identified triggers to find possible barriers? [see MD-715, (II)(B)] | X | | | |
| | D.2.b. Does the agency regularly examine the impact of management/personnel policies, procedures, and practices by race, national origin, sex, and disability? [see 29 CFR §1614.102(a)(3)] | X | | | |
| | D.2.c. Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions, such as re-organizations and realignments? [see 29 CFR §1614.102(a)(3)] | X | | | |
| | D.2.d. Does the agency regularly review the following sources of information to find barriers: complaint/grievance data, exit surveys, employee climate surveys, focus groups, affinity groups, union, program evaluations, anti-harassment program, special emphasis programs, and/or external special interest groups? [see MD-715 Instructions, Sec. I]] If "yes", please identify the data sources in the comments column. | X | | | -EEO complaint data (462 report) - FEVS data - Command Defense Equal Opportunity Management Institute Organizational Climate Survey (DEOCs) - Workforce demographic data -Reasonable accommodation and personal assistance services data |
|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| | D.3. The agency establishes appropriate action plans to remove identified barriers. | | | | |
| | D.3.a. Does the agency effectively tailor action plans to address the identified barriers, in particular policies, procedures, or practices? [see 29 CFR §1614.102(a)(3)] | X | | | |
| | D.3.b. If the agency identified one or more barriers during the reporting period, did the agency implement a plan in Part I, including meeting the target dates for the planned activities? [see MD-715, II(D)] | X | | | |
| | D.3.c. Does the agency periodically review the effectiveness of the plans? [see MD-715, II(D)] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments. | D.4. The agency has an affirmative action plan for people with disabilities, including those with targeted disabilities. | X | | | https://www.secnnav.navy.mra/eo/Pages/People-with-Disabilities.aspx |
| D.4.b. Does the agency take specific steps to ensure qualified people with disabilities are aware of and encouraged to apply for job vacancies? [see 29 CFR §1614.203(d)(1)(i)] | | X | | | |
| D.4.c. Does the agency ensure that disability-related questions from members of the public are answered promptly and correctly? [see 29 CFR §1614.203(d)(1)(ii)(A)] | | X | | | |
| D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)] | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



Essential Element: E Efficiency

|  Compliance Indicator | | Measure Has Been Met | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|-----------------------------|----|---|
| | | Yes | No | N/A |
|  Measures | E.1. The agency maintains an efficient, fair, and impartial complaint resolution process. | | | |
| | E.1.a. Does the agency timely provide EEO counseling, pursuant to 29 CFR §1614.105? | X | | |
| | E.1.b. Does the agency provide written notification of rights and responsibilities in the EEO process during the initial counseling session, pursuant to 29 CFR §1614.105(b)(1)? | X | | |
| | E.1.c. Does the agency issue acknowledgment letters immediately upon receipt of a formal complaint, pursuant to MD-110, Ch. 5(I)? | X | | |
| | E.1.d. Does the agency issue acceptance letters/dismissal decisions within a reasonable time (e.g., 60 days) after receipt of the written EEO Counselor report, pursuant to MD-110, Ch. 5(I)? If so, please provide the average processing time in the comments. | X | | The agency-wide average was 35 days. |
| | E.1.e. Does the agency ensure that all employees fully cooperate with EEO counselors and EEO personnel in the EEO process, including granting routine access to personnel records related to an investigation, pursuant to 29 CFR §1614.102(b)(6)? | X | | |
| | E.1.f. Does the agency timely complete investigations, pursuant to 29 CFR §1614.108? | X | | |
| | E.1.g. If the agency does not timely complete investigations, does the agency notify complainants of the date by which the investigation will be completed and of their right to request a hearing or file a lawsuit, pursuant to 29 CFR §1614.108(g)? | X | | |
| | E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)? | | X | |
| | E.1.i. Does the agency timely issue final actions following receipt of the hearing file and the administrative judge's decision, pursuant to 29 CFR §1614.110(a)? | X | | |
| | E.1.j. If the agency uses contractors to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays? [See MD-110, Ch. 5(V)(A)] If "yes", please describe how in the comments column. | X | | Contractors are held accountable by enforcing due dates and the terms of the contract. |
| | E.1.k. If the agency uses employees to implement any stage of the EEO complaint process, does the agency hold them accountable for poor work product and/or delays during performance review? [See MD-110, Ch. 5(V)(A)] | X | | |
| | E.1.l. Does the agency submit complaint files and other documents in the proper format to EEOC through the Federal Sector EEO Portal (FedSEP)? [See 29 CFR § 1614.403(g)] | X | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020





Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| E.2.a. Has the agency established a clear separation between its EEO complaint program and its defensive function? [see MD-110, Ch. 1(IV)(D)] If "yes", please explain. | | X | | | In 2015, the agency required major commands to establish separation of the EEO Complaints program from the defensive function. |
| E.2.b. When seeking legal sufficiency reviews, does the EEO office have access to sufficient legal resources separate from the agency representative? [see MD-110, Ch. 1(IV)(D)] If "yes", please identify the source/ location of the attorney who conducts the legal sufficiency review in the comments column. | | X | | | Legal sufficiency reviews are provided by other agency representatives, who are not agency representatives for the particular command. |
| E.2.c. If the EEO office relies on the agency's defensive function to conduct the legal sufficiency review, is there a firewall between the reviewing attorney and the agency representative? [see MD-110, Ch. 1(IV)(D)] | | X | | | |
| E.2.d. Does the agency ensure that its agency representative does not intrude upon EEO counseling, investigations, and final agency decisions? [see MD-110, Ch. 1(IV)(D)] | | X | | | |
| E.2.e. If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints? [see EEOC Report, Attaining a Model Agency Program: Efficiency (Dec. 1, 2004)] | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020



Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|---|-----------------------------|----|-----|---|
|  Measures | | Yes | No | N/A | |
| | E.3. The agency has established and encouraged the widespread use of a fair alternative dispute resolution (ADR) program. | | | | |
| | E.3.a. Has the agency established an ADR program for use during both the pre-complaint and formal complaint stages of the EEO process? [see 29 CFR §1614.102(b)(2)] | X | | | |
| | E.3.b. Does the agency require managers and supervisors to participate in ADR once it has been offered? [see MD-715, II(A)(1)] | X | | | |
| | E.3.c. Does the Agency encourage all employees to use ADR, where ADR is appropriate? [See MD-110, Ch. 3(IV)(C)] | X | | | |
| | E.3.d. Does the agency ensure a management official with settlement authority is accessible during the dispute resolution process? [see MD-110, Ch. 3(III)(A)(9)] | X | | | |
| | E.3.e. Does the agency prohibit the responsible management official named in the dispute from having settlement authority? [see MD-110, Ch. 3(I)] | X | | | |
| | E.3.f. Does the agency annually evaluate the effectiveness of its ADR program? [see MD-110, Ch. 3(II)(D)] | X | | | |
|  | Compliance Indicator | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  | Measures | Yes | No | N/A | |
| | E.4. The agency has effective and accurate data collection systems in place to evaluate its EEO program. | | | | |
| | E.4.a. Does the agency have systems in place to accurately collect, monitor, and analyze the following data: | | | | |
| | E.4.a.1. Complaint activity, including the issues and bases of the complaints, the aggrieved individuals/complainants, and the involved management official? [see MD-715, II(E)] | X | | | |
| | E.4.a.2. The race, national origin, sex, and disability status of agency employees? [see 29 CFR §1614.601(a)] | X | | | |
| | E.4.a.3. Recruitment activities? [see MD-715, II(E)] | | X | | |
| | E.4.a.4. External and internal applicant flow data concerning the applicants' race, national origin, sex, and disability status? [see MD-715, II(E)] | X | | | |
| | E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)] | X | | | |
| | E.4.a.6. The processing of complaints for the anti-harassment program? [see EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors (1999), § V.C.2] | X | | | |
| | E.4.b. Does the agency have a system in place to re-survey the workforce on a regular basis? [MD-715 Instructions, Sec. I] | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist





|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|---|
|  Measures | | Yes | No | N/A | |
| E.5.a. Does the agency monitor trends in its EEO program to determine whether the agency is meeting its obligations under the statutes EEOC enforces? [see MD-715, II(E)] If "yes", provide an example in the comments. | | X | | | The agency conducts comprehensive assessments of its complaints processing timeliness (e.g. counseling, investigations, final agency decisions, etc.), the training compliance of EEO counselors, and the timeliness of its processing of reasonable accommodations, etc. |
| E.5.b. Does the agency review other agencies' best practices and adopt them, where appropriate, to improve the effectiveness of its EEO program? [see MD-715, II(E)] If "yes", provide an example in the comments. | | X | | | The DON collaborated with other DoD services and agencies, as well as non-DoD agencies, to benchmark and get best practices as well as to understand the organizational structures and grade level composition as part of a Human Capital Strategy project to improve the DON-wide EEO program. |
| E.5.c. Does the agency compare its performance in the EEO process to other federal agencies of similar size? [see MD-715, II(E)] | | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist



Essential Element: F Responsiveness and Legal Compliance

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|---|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | F.1. The agency has processes in place to ensure timely and full compliance with EEOC orders and settlement agreements. | | | | |
| | F.1.a. Does the agency have a system of management controls to ensure that its officials timely comply with EEOC orders/directives and final agency actions? [see 29 CFR §1614.102(e); MD-715, II(F)] | X | | | |
| | F.1.b. Does the agency have a system of management controls to ensure the timely, accurate, and complete compliance with resolutions/settlement agreements? [see MD-715, II(F)] | X | | | |
| | F.1.c. Are there procedures in place to ensure the timely and predictable processing of ordered monetary relief? [see MD-715, II(F)] | X | | | |
| | F.1.d. Are procedures in place to process other forms of ordered relief promptly? [see MD-715, II(F)] | X | | | |
| | F.1.e. When EEOC issues an order requiring compliance by the agency, does the agency hold its compliance officer(s) accountable for poor work product and/or delays during performance review? [see MD-110, Ch. 9(IX) (H)] | X | | | |
|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|  Measures | | Yes | No | N/A | |
| | F.2. The agency complies with the law, including EEOC regulations, management directives, orders, and other written instructions. | | | | |
| | F.2.a. Does the agency timely respond and fully comply with EEOC orders? [see 29 CFR §1614.502; MD-715, II(E)] | X | | | |
| | F.2.a.1. When a complainant requests a hearing, does the agency timely forward the investigative file to the appropriate EEOC hearing office? [see 29 CFR §1614.108(g)] | X | | | |
| | F.2.a.2. When there is a finding of discrimination that is not the subject of an appeal by the agency, does the agency ensure timely compliance with the orders of relief? [see 29 CFR §1614.501] | X | | | |
| | F.2.a.3. When a complainant files an appeal, does the agency timely forward the investigative file to EEOC's Office of Federal Operations? [see 29 CFR §1614.403(e)] | X | | | |
| | F.2.a.4. Pursuant to 29 CFR §1614.502, does the agency promptly provide EEOC with the required documentation for completing compliance? | X | | | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Agency Self-Assessment Checklist

|  Compliance Indicator | | Measure Has Been Met | | | For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report |
|--|--|----------------------|----|-----|--|
|  Measures | | Yes | No | N/A | |
| | F.3. The agency reports to EEOC its program efforts and accomplishments. | | | | |
| F.3.a. Does the agency timely submit to EEOC an accurate and complete No FEAR Act report? [Public Law 107-174 (May 15, 2002), §203(a)] | | X | | | |
| F.3.b. Does the agency timely post on its public webpage its quarterly No FEAR Act data? [see 29 CFR §1614.703(d)] | | X | | | |

Essential Element: O Other

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.1

| | |
|--|--|
| Brief Description of Program Deficiency: | B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709] |
|--|--|

Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 11/01/2017 | 09/30/2018 | 09/30/2022 | | More resources are needed to timely process EEO complaints, reasonable accommodations, complete barrier analyses, and to manage its Special Emphasis Programs. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|-----------------|-----------------------------|
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2021 | 1. Examine DON EEO program for efficiencies by examining structure, billets, workload, and other relevant factors to increase compliance and determine appropriate level of resourcing. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | 1. In alignment with the 2019-2030 DON Civilian Human Capital Strategy (HCS), the DON utilized contracted resources to provide an independent perspective of program organization, workflow, and other relevant factors. That effort identified and interviewed relevant stakeholders, assessed EEO practitioner workloads and assignments, and analyzed the current DON EEO Program structure and its effectiveness, with the intention of designing a recommended future state for the entire DON EEO program. Assessment efforts will continue through the beginning of FY 2021, and the effort will culminate in a final future state decision and implementation strategy later in FY 2022. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.2

Brief Description of Program
Deficiency:

B.4.a.2. to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]

Pursuant to 29 CFR §1614.102(a)(1), has the agency allocated sufficient funding and qualified staffing to successfully implement the EEO program, for the following areas: to enable the agency to conduct a thorough barrier analysis of its workforce? [see MD-715, II(B)]

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 11/01/2017 | 09/30/2018 | 09/30/2022 | | 1. Assess resource requirements and associated gaps for all EEO program areas and subordinate components, including, but not limited to, funding, qualified staffing, data systems, administrative support, and existing contracted capabilities. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|-----------------|-----------------------------|
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2021 | 1. Examine DON EEO program for efficiencies by examining structure, billets, workload, and other relevant factors to increase compliance and determine appropriate level of resourcing. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | 1. In alignment with the 2019-2030 DON Civilian Human Capital Strategy (HCS), the DON utilized contracted resources to provide an independent perspective of program organization, workflow, and other relevant factors. That effort identified and interviewed relevant stakeholders, assessed EEO practitioner workloads and assignments, and analyzed the current DON EEO Program structure and its effectiveness, with the intention of designing a recommended future state for the entire DON EEO program. Assessment efforts will continue through the beginning of FY 2021, and the effort will culminate in a final future state decision and implementation strategy later in FY 2022. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.3

| | |
|--|---|
| Brief Description of Program Deficiency: | C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)] |
|--|---|

Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR 1614.203(d)(3)]

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 01/01/2021 | 12/31/2021 | | | The DON is actively working to revise the disability/reasonable accommodation procedures, with expected issuance in CY 2021. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|-----------------|-----------------------------|
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
| | | | | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
| | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.4

| | |
|--|---|
| Brief Description of Program Deficiency: | C.2.a.2. Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director? [see EEOC Report, Model EEO Program Must Have an Effective Anti-Harassment Program (2006)] |
|--|---|

Has the agency established a firewall between the Anti-Harassment Coordinator and the EEO Director?

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 09/30/2021 | 09/30/2021 | | | The DON's Anti-Harassment policy and procedures are not overseen by a single Anti-Harassment Coordinator, and therefore, a firewall is not necessary. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------|------|-----------------------------|
|-------|------|-----------------------------|

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
|-------------|------------------|--------------------------------|---------------|-----------------|

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.5

| | |
|--|--|
| Brief Description of Program Deficiency: | C.2.a.4. Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment? [See Enforcement Guidance, V.C.] |
|--|--|

Does the agency ensure that the EEO office informs the anti-harassment program of all EEO counseling activity alleging harassment?

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 09/30/2021 | 09/30/2021 | | | The DON's Anti-Harassment policy and procedures are not overseen by a single Anti-Harassment Coordinator, and therefore, a firewall is not necessary. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|-----------------|-----------------------------|
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
|-------------|------------------|--------------------------------|---------------|-----------------|

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.6

| | |
|--|---|
| Brief Description of Program Deficiency: | C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column. |
|--|---|

Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If "no", please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 10/01/2021 | 09/30/2022 | | | The agency performs disability program functions utilizing a combination of full-time and part-time personnel resources. Part-time resources typically execute disability-related and/or non-disability-related functions, based on organizational priorities, as resources permit. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|--------------|-----------------------------|
| Director, Office of EEO | Celina Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 10/01/2021 | Additional resources for EEO have been placed into future year budget cycles. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
|-------------|----------------|

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.7

| | |
|--|---|
| Brief Description of Program Deficiency: | C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)] |
|--|---|

Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment?

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 09/30/2021 | 09/30/2021 | | | The DON will examine and reassess its course offerings to address required elements of disability based harassment and agency training materials on its Anti- Harassment policy. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--------------|-----------------|-----------------------------|
| EEO Director | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|------------------|--------------------------------|---------------|-----------------|
| | | | | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|----------------|
| | |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.8

Brief Description of Program
Deficiency:

D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]

Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.9

| | |
|--|---|
| Brief Description of Program Deficiency: | E.1.h. When the complainant did not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)? |
|--|---|

When the complainant does not request a hearing, does the agency timely issue the final agency decision, pursuant to 29 CFR §1614.110(b)?

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 11/01/2017 | 09/30/2018 | 09/30/2022 | | More resources are needed to timely process EEO complaints, reasonable accommodations, complete barrier analyses, and to manage its Special Emphasis Programs. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|--------------------------------|------------------------|-----------------------------|
| EEO Director/Acting ASN (M&RA) | Catherine L. Kessmeier | Yes |
| Director, Office of EEO | Celina Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 11/01/2017 | 1. Complete all phases and aspects of DON complaints processing in accordance with regulatory timeframes and associated EEOC policy guidance. | Yes | 09/30/2022 | |
| 11/01/2017 | 2. Ensure that information within DON's complaints processing system of record is updated accurately and promptly by all subordinate components. | Yes | 09/30/2021 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | 1. Of significant importance from FY 2019 to FY 2020, there was an increase in timely processing of counseling (from 94% to 95%) and investigations (from 79% to 86%). |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.10

| | |
|--|--|
| Brief Description of Program Deficiency: | E.4.a.3. Recruitment activities? [see MD-715, II(E)] |
|--|--|

Does the agency have systems in place to accurately collect, monitor, and analyze the following data: Recruitment activities? [see MD-715, II(E)]

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 10/01/2021 | 09/30/2022 | | | Improvements are needed to existing systems for managing workforce data, applicant flow data, career development data, reasonable accommodations data, and anti-harassment data. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|-----------------|-----------------------------|
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--|--------------------------------|---------------|-----------------|
| 09/30/2019 | 1. Collaborate with subject matter experts on all relevant existing data systems, to better understand their capabilities and gaps, and to identify potential mitigation strategies. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|---|
| 2020 | 1. Collaborated with the DON-level HR data teams to better understand the capabilities of current systems, improve products from the current data systems, and create new ones. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.11

Brief Description of Program Deficiency: OTHER. OTHER

EEO Training: The agency makes every effort to ensure training of all personnel, but still has gaps in ensuring compliance. There are 195 experienced counselors who are required to receive 8 hours of annual refresher training, pursuant to Chapter 2 of Management Directive 110. All but 24 of the experienced counselors received their annual refresher training.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 01/11/2019 | 09/30/2019 | 09/30/2022 | | 1. Ensure that all agency EEO Counselors receive training 8-hour refresher training. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|------------------------|-----------------------------|
| EEO Director/ASN (M&RA) | Catherine L. Kessmeier | Yes |
| Director, Office of EEO | Celina Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2019 | Develop standardized EEO training curriculum that is accessible to all agency supervisors and managers. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|---|
| 2020 | Due to a scarcity of EEO refresher training resources during the COVID-19 pandemic, the DON OEEO pivoted to provide virtual training sessions for our experienced EEO counselors to meet their required 8-hour refresh training. We provided a total of five two-hour blocks of training to 246 EEO professionals. Topics included EEO Case Law Updates, Framing a Claim of Discrimination, Building a Counselor's Report, Online Research and Resources for EEO professionals, and Completing an ROI Sufficiency Review. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.12

Brief Description of Program Deficiency: OTHER. OTHER

EEO Data: Improvements are needed to existing systems for managing workforce data, applicant flow data, career development data, reasonable accommodations data, and anti-harassment data.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 01/11/2019 | 09/30/2021 | | | 1. Establish and maintain all data and related system capabilities required by EEO regulations 2. Ensure all components have access to all data required to fulfill their EEO obligations |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|--------------|-----------------------------|
| Director, Office of EEO | Celina Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2019 | Collaborate with subject matter experts on all relevant existing data systems, to better understand their capabilities and gaps, and to identify potential mitigation strategies. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|---|
| 2020 | 1. Collaborated with the DON-level HR data teams to better understand the capabilities of current systems, improve products from the current data systems, and create new ones. |
| 2020 | 2. Manually generated new EEOC MD-715 2.0 data tables at the component level. |
| 2020 | 3. Established and utilized trigger table tool for easy identification of triggers when utilizing data tables, and shared those with other components and EEOC. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.13

Brief Description of Program Deficiency: OTHER. OTHER

Complaints Timeliness: From FY 2019 to FY2020, the DON saw decreases in timely processing of Final Agency Decisions (FADs) (from 55% to 36%). Additional resources are required and processes will be examined to gain efficiencies in order to fully implement timely processing of FADs as required by regulation.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|---|
| 11/01/2017 | 09/30/2018 | 09/30/2022 | | 1. Complete all phases and aspects of DON complaints processing in accordance with regulatory timeframes and associated EEOC policy guidance. 2. Ensure that information within DON's complaints processing system of record is updated accurately and promptly by all subordinate components. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|------------------------|-----------------------------|
| EEO Director/ASN (M&RA) | Catherine L. Kessmeier | Yes |
| Director, Office of EEO | Celina M. Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2018 | 1. Subordinate component EEO leaders will identify and report any limitations that prevent their respective components and/or their subordinate activities from fully complying with all regulatory requirements and DON policies and procedures associated with complaints processing. | Yes | 09/30/2022 | |
| 09/30/2019 | 2. The DON Complaints Manager will develop and refine additional oversight mechanisms and processes to improve monitoring of component complaints processing timeliness, increasing EEO practitioner accountability, and increasing functionality of relevant data systems. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | 1. Of significant importance from FY 2019 to FY 2020, there was an increase in timely processing of counseling (from 94% to 95%) and investigations (from 79% to 86%). |
| 2020 | 2. With tight resources, the DON Office of EEO provided the entire EEO community the required 8-hour refresher training to fill the gap. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Attain Essential Elements

PART H.14

Brief Description of Program Deficiency: OTHER. OTHER

Resources: More resources are needed to timely process EEO complaints, reasonable accommodations, complete barrier analyses, and to manage its Special Emphasis Programs.

Objectives for EEO Plan

| Date Initiated | Target Date | Date Modified | Date Completed | Objective Description |
|----------------|-------------|---------------|----------------|--|
| 11/01/2019 | 09/30/2018 | 09/30/2022 | | Assess resource requirements and associated gaps for all EEO program areas and subordinate components, including, but not limited to, funding, qualified staffing, data systems, administrative support, and existing contracted capabilities. |

Responsible Officials

| Title | Name | Standards Address the Plan? |
|-------------------------|--------------|-----------------------------|
| Director, Office of EEO | Celina Kline | Yes |

Planned Activities

| Target Date | Planned Activity | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|---|--------------------------------|---------------|-----------------|
| 09/30/2021 | 1. Examine DON EEO program for efficiencies by examining structure, billets, workload, and other relevant factors to increase compliance and determine appropriate level of resourcing. | Yes | 09/30/2022 | |

Accomplishments

| Fiscal Year | Accomplishment |
|-------------|--|
| 2020 | 1. In alignment with the 2019-2030 DON Civilian Human Capital Strategy (HCS), the DON utilized contracted resources to provide an independent perspective of program organization, workflow, and other relevant factors. That effort identified and interviewed relevant stakeholders, assessed EEO practitioner workloads and assignments, and analyzed the current DON EEO Program structure and its effectiveness, with the intention of designing a recommended future state for the entire DON EEO program. Assessment efforts will continue through the beginning of FY 2021, and the effort will culminate in a final future state decision and implementation strategy later in FY 2022. |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Eliminate Identified Barriers

PART I.1

| | | |
|---|--|--|
| Source of the Trigger: | Other | |
| Specific Workforce Data Table: | Workforce Data Table - A1 | |
| STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier? | In FY 2020, 60 Barrier Analysis (BA) efforts were undertaken by DON subcomponents and 3 were initiated at the DON level. Collectively, the BA efforts analyzed triggers associated with each of the following groups: • Females (12 BAs) • Hispanic Males (6 BAs) • Hispanic Females (8 BAs) • White Males (1 BA) • White Females (7 BAs) • Black Males (3 BAs) • Black Females (4 BAs) • Asian Females (2 BAs) • Individuals with Disabilities (3 BAs) • Individuals with Targeted Disabilities (11 BAs) Separate from the efforts of the DON's subordinate Major Commands, the DON also initiated systematic analysis of three barrier analysis topics with agency-wide impacts, including (1) the impact of Veteran hiring practices on overall and occupation-specific demographics, (2) extremely high rates of unqualified applicants among candidates using USAJOBS, and (3) impacts of Direct Hiring Authorities on agency demographics. | |
| STATEMENT OF BARRIER GROUPS: | Barrier Group People with Disabilities All Women Hispanic or Latino Males Hispanic or Latino Females White Males White Females Black or African American Males Black or African American Females Asian Females | |
| Barrier Analysis Process Completed?: | Y | |
| Barrier(s) Identified?: | Y | |
| STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition. | Barrier Name Pipeline Development Work-Life Balance | Description of Policy, Procedure, or Practice Barrier 3 (Pipeline): Women not well-informed of job/promotion opportunities; No outreach to schools, colleges, women's groups; High grade communities (nuclear, project leadership, warfighting operations) are dominated by men; Fewer women in STEM; Industrial work not appealing to women; Active-duty women with Navy operational experience not interested in civilian careers after transition out of the military. Barrier 1 (Development): Women lack relevant experience and assignments; Lack of mentoring (for example: men more likely to mentor men); Lack of developmental opportunities (for example: no Individual Development Plans or clarity on what is needed for promotion). Barrier 2 (Work-Life Balance): Lack of family-friendly policies (e.g., flexible work hours, telework, etc.); Management not understanding child-care responsibilities; Lack of available child-care (early morning or late afternoon); Supervisory positions lack work-life balance (i.e., long hours, travel, uncompensated time, etc.) |

Objective(s) and Dates for EEO Plan

| Date Initiated | Target Date | Sufficient Funding / Staffing? | Date Modified | Date Completed | Objective Description |
|----------------|-------------|--------------------------------|---------------|----------------|-----------------------|
|----------------|-------------|--------------------------------|---------------|----------------|-----------------------|

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020

Plan to Eliminate Identified Barriers

| Responsible Official(s) | | |
|--|---------|-----------------------------|
| Title | Name | Standards Address The Plan? |
| EEO Directors (DEEOs) | Various | Yes |
| EEO Policy Staff | Various | Yes |
| Deputy Directors, EEO (DDEEOs) | Various | Yes |
| Federal Women's Program Managers (FWPMs) | Various | No |
| Human Resources Directors (HRDs) | Various | No |
| HR POCs | Various | Yes |
| Activity Barrier Analysis Teams (BATs) | Various | No |
| Senior Leaders | Various | No |

Planned Activities Toward Completion of Objective

| Target Date | Planned Activities | Sufficient Staffing & Funding? | Modified Date | Completion Date |
|-------------|--------------------|--------------------------------|---------------|-----------------|
|-------------|--------------------|--------------------------------|---------------|-----------------|

Report of Accomplishments

| Fiscal Year | Accomplishments |
|-------------|---|
| 2020 | <p>In response to career development barriers for Females, below is an example of several corrective measures taken within the DON;</p> <ul style="list-style-type: none"> - Employees were advised on how to set up e-mail alerts in USAJOBS; two Federal Resume Writing workshops were planned. - They established a Command Career Counseling Center and increased dissemination efforts by leveraging the Public Affairs Office and subcomponent Employee Resource Groups. - Vacancy announcements were advertised via emails to All Hands and posted on the public-facing webpage and Facebook site, to proactively supplement USAJOBS notifications. - Subcomponent leaders designated collateral-duty SEPMS, including Federal Women's Program (FWP) Managers at lower-level organizational components. - Their "Promoters of Women's Enrichment and Retention" (POWER) Employee Resource Group (ERG) finalized their charter and became an official ERG; the objective of POWER is to support the recruitment, enrichment, and retention of female leaders, by focusing on career development, work-life balance, quality of life, and special interests and activities. |

MD-715 – Part J
Special Program Plan
for the Recruitment, Hiring, Advancement, and
Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWD)

Answer No

b.Cluster GS-11 to SES (PWD)

Answer No

Compared to the 12 percent benchmark, the agency does not have triggers associated with IWD participation in either grade cluster of the permanent workforce. IWD participation in the GS-1 to GS-10 grade cluster of the permanent workforce is 12.68 percent. IWD participation in the GS-11 to SES grade cluster of the permanent workforce is 12.53 percent.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d) (7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.

a.Cluster GS-1 to GS-10 (PWTD)

Answer No

b.Cluster GS-11 to SES (PWTD)

Answer No

Compared to the 2 percent benchmark, the agency does not have triggers associated with IWTD participation in either grade cluster of the permanent workforce. IWTD participation in the GS-1 to GS-10 grade cluster of the permanent workforce is 2.32 percent. IWTD participation in the GS-11 to SES grade cluster of the permanent workforce is 2.27 percent.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

From July through October 2020, OEEO facilitated a DON-wide resurvey effort that encouraged employees to self-identify as having a disability or targeted disability. This effort stemmed from the DON IWD Champions Council, where one of its 2020 objectives was to resurvey the workforce in order to establish a better baseline for analyzing disability data. To kick-off this effort, the Principal Deputy Assistant Secretary of the Navy (Manpower and Reserve Affairs), Performing the Duties of the Assistant Secretary of the Navy (Manpower and Reserve Affairs), signed a memorandum titled "Requesting Voluntary Employee Self-Identification of a Disability." The memorandum was disseminated widely to Echelon 1 and 2 Commands (the most organizationally senior commands), as well as to the Human Resources and EEO communities. The memorandum identified DON's responsibility to meet employment goals, and indicated that increased self-identification of a disability can help foster a greater culture of inclusion. In addition, the IWD Champions Council established an aspirational goal for the DON's workforce to be comprised of 3 percent IWTD and 14 percent IWD, which exceeds the EEOC goals of 2 percent and 12 percent, respectively. This goal was communicated via the email containing the self-identification memorandum, which was shared with the aforementioned groups and disseminated widely to various levels of the DON. Sent along with the memorandum was the OEEO's Fact Sheet, "Updating Your Disability Status," which also detailed the IWD Champions Council goal of 14 percent IWD and 3 percent IWTD.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If "no", describe the agency's plan to improve the staffing for the upcoming year.

Answer No

The agency performs disability program functions utilizing a combination of full-time and part-time personnel resources. Part-time resources typically execute disability-related and/or non-disability-related functions, based on organizational priorities, as resources permit. Some regulatory requirements for disability programs, such as timeliness of reasonable accommodation requests, are not being met; therefore, some aspects of the DON Disability Program would benefit from additional qualified personnel. Additional resources for EEO have been placed into future year budget cycles.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

| Disability Program Task | # of FTE Staff By Employment Status | | | Responsible Official (Name, Title, Office Email) |
|--|-------------------------------------|-----------|-----------------|---|
| | Full Time | Part Time | Collateral Duty | |
| Processing applications from PWD and PWTD | 0 | 0 | 0 | Ms. Lisa Jox Director of HR Operations |
| Special Emphasis Program for PWD and PWTD | 0 | 0 | 0 | Meena Farzanfar Disability Program Manager |
| Answering questions from the public about hiring authorities that take disability into account | 0 | 0 | 1 | Meena Farzanfar Disability Program Manager |
| Processing reasonable accommodation requests from applicants and employees | 0 | 0 | 0 | Meena Farzanfar Disability Program Manager |
| Section 508 Compliance | 0 | 0 | 0 | Christopher Julka FOIA Liaison and 508 Coordinator |
| Architectural Barriers Act Compliance | 0 | 0 | 0 | Rear Admiral John W. Korkas Commander, Naval Facilities Engineering Command (NAVFAC) |

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

The agency EEO program, including Disability Program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. If needed, Disability Program staff seeks out and attends training (e.g. DEOMI's Disability Program Management Course) in order to carry out their responsibilities.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources

Answer No

The agency EEO program, including disability program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Funding and other resources are executed based on organizational priorities, as resources permit. Some regulatory requirements for disability programs, such as timeliness of reasonable accommodation requests, are not being met; therefore, some aspects of the DON Disability Program would benefit from additional funding and other resources. Additional resources for EEO have been placed into future year budget cycles.

Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The DON utilizes the Workforce Recruitment Program (WRP) as a recruitment source to bring on students and recent graduates with disabilities on a temporary and permanent basis. The WRP database contains the largest pool of Schedule A(u)-eligible candidates to recruit from, and is refreshed with new candidates each year. The DoD provides its components, to include the DON, with funding to fill a limited number of 14-week placements. In FY 2020, the DON overcame significant program challenges to facilitate the employment of 22 participants in temporary opportunities, and 10 permanent placements. The DON's subordinate components conduct various recruiting efforts to identify job applicants with disabilities and with targeted disabilities, to varying degrees of success. These efforts include attending job fairs, as well as leveraging relationships with vocational rehabilitation agencies and relevant colleges/universities to identify potential candidates.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

DON's major commands leverage available hiring flexibilities (to include the 30 percent or more Disabled Veteran, Schedule A(u), and Veterans' Recruitment Appointment (VRA)), as well as various recruitment sources (e.g. Wounded Warrior programs, WRP, etc.) in order to identify the most suitable candidate to meet workforce needs. According to DON FY 2020 data, 6 percent of new hires were hired through the 30 percent or more Disabled Veteran hiring authority (up from 1.3 percent in FY 2019), and 7 percent were hired through the Schedule A(u) hiring authority (up from 1.7 percent in FY 2019).

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The DON utilizes hiring authorities that take disability into account as an Area of Consideration (AOC) in vacancy announcements. When it is included as an AOC, and applicants apply for a relevant position through www.USAJobs.gov and want to exercise their eligibility for one of these authorities, they self-certify their eligibility while completing the questionnaire, and provide proof of eligibility (e.g. with Schedule A(u) letter or U.S. Department of Veterans Affairs disability rating letter, etc.) before submitting their application. The HR Specialist then evaluates the sufficiency of the documentation, and if deemed sufficient and the candidate is deemed qualified for the position, the candidate may be added to the certificate of eligible candidates, which is provided to the hiring manager.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

Supervisors are required to take Supervisory EEO Training and "Hiring Talent" training, which are computer-based courses in TWMS. The Supervisory EEO Training is required to be taken within 1 year of initial appointment to a supervisory position, with a refresher taken at least every 3 years thereafter. The IWD Program section of this training describes the Schedule A(u) hiring authority, indicates that candidates may be found through vocational rehabilitation agencies and the WRP, and informs hiring managers that a best practice is to have qualified Schedule A(u) candidates prior to putting in a Request for Personnel Action (RPA), and to include People with Disabilities as an AOC on the vacancy announcement. The "Hiring Talent" training is required to be taken within 1 year of initial appointment to a supervisory position, and every year thereafter. This training has its own section on Hiring People with Disabilities. Information on VRA and 30 percent or more Disabled Veteran (including Wounded Warriors) are included in the "Hiring Veterans" section of this training. In addition to the training above, the DON's subordinate components also facilitate additional component-specific supervisory training requirements pertaining to Disability Program priorities and hiring flexibilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The DON's subordinate components have established and/or maintained contacts to varying degrees with various disability employment organizations, and especially Wounded Warriors organizations. The DON actively promotes and utilizes the WRP, which is a Federal government-wide recruitment and referral program managed by the Department of Labor and DoD that connects the DON's hiring managers with qualified candidates with disabilities for temporary and permanent positions. This database contains candidates from hundreds of colleges and universities across the country.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- | | | |
|---|--------|-----|
| a. New Hires for Permanent Workforce (PWD) | Answer | Yes |
| b. New Hires for Permanent Workforce (PWTD) | Answer | Yes |

The permanent workforce hire percentage for IWD within the appropriated fund workforce is 5.5 percent (which is lower than the 12 percent benchmark). The permanent workforce hire percentage for IWTD within the permanent workforce is 1.1 percent (which is lower than the 2 percent benchmark).

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-----------------------------|--------|-----|
| a. New Hires for MCO (PWD) | Answer | Yes |
| b. New Hires for MCO (PWTD) | Answer | Yes |

Occupational series 0301, 0343, 0346, 0501, 0801, 0830, 1102, and 2210 have triggers for both IWD and IWTD.

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. Qualified Applicants for MCO (PWD) | Answer | Yes |
| b. Qualified Applicants for MCO (PWTD) | Answer | Yes |

All MCOs (Occupational Series 0301, 0343, 0346, 0501, 0801, 0802, 0830, 0855, 1102, and 2210) have triggers for both IWD and IWTD.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------|--------|-----|
| a. Promotions for MCO (PWD) | Answer | Yes |
| b. Promotions for MCO (PWTD) | Answer | Yes |

Occupational Series 0301, 0343, 0346, 0501, 0801, 1102 and 2210 have triggers that exist for both IWD and IWTD. For Occupational Series 0802 and 0855, triggers exist for IWTD, but not for IWD.

Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of the DON's subcomponents offer and administer advancement opportunities, where IWD and IWTD could be considered.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

The DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of the DON's subcomponents offer and administer advancement opportunities, where IWD and IWTD could be considered.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | Applicants (#) | Selectees (#) | Applicants (#) | Selectees (#) | Applicants (#) | Selectees (#) |
| Internship Programs | | | | | | |
| Detail Programs | | | | | | |
| Fellowship Programs | | | | | | |
| Other Career Development Programs | | | | | | |
| Mentoring Programs | | | | | | |
| Coaching Programs | | | | | | |
| Training Programs | | | | | | |

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer No

b. Selections (PWD) Answer No

The agency does not maintain relevant data on career development opportunities; thus, the presence of triggers cannot be assessed.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer No

b. Selections (PWTD) Answer No

The agency does not maintain relevant data on career development opportunities; thus, the presence of triggers cannot be assessed.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

There are triggers for both IWD and IWTD in Time off Awards of 40+ hours, Cash Awards of \$500 and under, and Cash Awards of \$2000 - \$5000+. There are triggers for IWD in Time Off Awards of 1-10 hours and Cash Awards of \$501-\$1999.

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

There are triggers for both IWD and IWTD in quality step increases. There is a trigger for IWD in performance-based pay increases.

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

| | | |
|--------------------------------------|--------|----|
| a. Other Types of Recognition (PWD) | Answer | No |
| b. Other Types of Recognition (PWTD) | Answer | No |

The DON currently does not have data on other types of employee recognition programs.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |

The agency has multiple relevant triggers involving IWD: a. For the SES level, only 2.08 percent of qualified internal applicants identified as IWD, compared to nearly 9 percent in the relevant applicant pool, and 0 percent of selectees identified as IWD, compared to 2.08 percent in the qualified applicant pool. b. For the GS-15 level, only 4.24 percent of qualified internal applicants identified as IWD, compared to 9.63 percent in the relevant applicant pool, and only 0.52 percent of selectees identified as IWD, compared to 4.24 percent in the qualified applicant pool. c. For the GS-14 level, only 4.46 percent of qualified internal applicants identified as IWD, compared to 9.82 percent in the relevant applicant pool, and only 1.43 percent of selectees identified as IWD, compared to 4.46 percent in the qualified applicant pool. d. For the GS-13 level, only 6.11 percent of qualified internal applicants identified as IWD, compared to 11.99 percent in the relevant applicant pool, and only 2.75 percent of selectees identified as IWD, compared to 6.11 percent in the qualified applicant pool.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|---|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

The agency has multiple triggers involving IWTD among the qualified internal applicants and/or selectees for promotions to senior grade levels: a. For the SES level, 0 percent of qualified internal applicants identified as IWTD, compared to 1.8 percent in the relevant applicant pool. b. For the GS-15 level, only 1.95 percent of qualified internal applicants identified as IWTD, compared to 2.06 percent in the relevant applicant pool, and 0 percent of selectees identified as IWTD, compared to 1.95 percent in the qualified applicant pool. c. For the GS-14 level, only 1.81 percent of qualified internal applicants identified as IWTD, compared to 2.18 percent in the relevant applicant pool, and only 0.41 percent of selectees identified as IWTD, compared to 1.81 percent in the qualified applicant pool. d. For the GS-13 level, while 3.09 percent of qualified internal applicants identified as IWTD, compared to 2.59 percent in the relevant applicant pool, only 1.06 percent of selectees identified as IWTD, compared to 3.09 percent in the qualified applicant pool.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|-----------------------------|--------|-----|
| a. New Hires to SES (PWD) | Answer | Yes |
| b. New Hires to GS-15 (PWD) | Answer | Yes |
| c. New Hires to GS-14 (PWD) | Answer | Yes |
| d. New Hires to GS-13 (PWD) | Answer | Yes |

Among qualified new hire applicants, 4.72 percent of SES, 3.72 percent of GS-15, and 5.65 percent of GS-13 identified as IWD; however, none were selected. Similarly, 5.96 percent of qualified new hire applicants to GS-14 identified as IWD; however, only 2.63 percent were selected. The selection rate for applicants who identified as IWD to all four grade levels fell short of the corresponding combined selection rate for applicants within the No Disability and Not Identified categories.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|------------------------------|--------|-----|
| a. New Hires to SES (PWTD) | Answer | Yes |
| b. New Hires to GS-15 (PWTD) | Answer | Yes |
| c. New Hires to GS-14 (PWTD) | Answer | Yes |
| d. New Hires to GS-13 (PWTD) | Answer | Yes |

Among qualified new hire applicants, 3.14 percent of SES, 1.86 percent of GS-15, 2.27 percent of GS-14, and 2.94 percent of GS-13 identified as IWTD; however, none were selected. The selection rate for applicants who identified as IWTD to all four grade levels fell short of the corresponding combined selection rate for applicants within the No Disability and Not Identified categories.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|--|--------|-----|
| a. Executives | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| b. Managers | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| c. Supervisors | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | No |

With respect to Executive positions, 8.52 percent of applicants were IWD; however, only 4.11 percent of those qualified were IWD, and none of those selected were IWD. For Manager positions, 9.79 percent of applicants were IWD; however, only 5.73 percent of those qualified were IWD, and only 2.22 percent of those selected were IWD. For Supervisory positions, 11.99 percent of applicants were IWD, however only 6.74 percent of those qualified were IWD.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

| | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

b. Managers

| | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

c. Supervisors

| | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

With respect to Executive positions, 1.8 percent of applicants were IWTd. While 2.37 percent of those qualified were IWTd, none were selected. For Manager positions, 2.16 percent of applicants were IWTd. While 2.78 percent of those qualified were IWD, none were selected. For Supervisory positions, 2.99 percent of applicants were IWD. While 3.47 percent of those qualified were IWTd, only 3.45 percent of those were selected.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|------------------------------------|--------|-----|
| a. New Hires for Executives (PWD) | Answer | Yes |
| b. New Hires for Managers (PWD) | Answer | Yes |
| c. New Hires for Supervisors (PWD) | Answer | Yes |

With respect to Executive positions, 4.11 percent of those qualified were IWD, and none were selected. For Manager positions, 5.73 percent of those qualified were IWD, and none were selected. For Supervisory positions, 11.99 percent of those qualified were IWD; however, only 5.58 percent of those were qualified.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

| | | |
|-------------------------------------|--------|-----|
| a. New Hires for Executives (PWTD) | Answer | Yes |
| b. New Hires for Managers (PWTD) | Answer | Yes |
| c. New Hires for Supervisors (PWTD) | Answer | No |

With respect to Executive positions, 2.37 percent of those qualified were IWD, and none of those selected were IWD. For Manager positions, 2.78 percent of those qualified were IWD, and none of those selected were IWD.

Section V: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 CFR § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

During the reporting period, 91 employees appointed via the Schedule A(u) hiring authority were not converted at the conclusion of the two year probationary period. In FY 2021, the DON will analyze additional data to discern why it did not convert all employees who were appointed via the Schedule A(u) hiring authority to competitive service at the conclusion of the probationary period.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

| | | |
|----------------------------------|--------|-----|
| a. Voluntary Separations (PWD) | Answer | Yes |
| b. Involuntary Separations (PWD) | Answer | No |

Voluntary separations of IWD exceeded those of non-IWD by 1.52 percent.

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

| | | |
|-----------------------------------|--------|-----|
| a. Voluntary Separations (PWTD) | Answer | Yes |
| b. Involuntary Separations (PWTD) | Answer | No |

Voluntary separations of IWTD exceeded those of non-IWTD by 2.55 percent.

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

DON does not centrally conduct or collect exit interview or exit survey results; however, some subordinate components conduct and/or collect this information locally. Preliminary analysis does not identify any systemic or consistent reasons for IWD and/or IWTD to separate from the DON.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.secnnav.navy.mil/mra/eeo/Pages/Accessibility-of-IT-and-Facilities.aspx>

2. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.secnnav.navy.mil/mra/eeo/Pages/Accessibility-of-IT-and-Facilities.aspx>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The DON works to expeditiously resolve formal Architectural Barriers Act and Section 508 complaints as they are referred by DoD and the U.S. Access Board for processing. In addition, the DON regularly processes requests for and provides reasonable accommodations for modifications within the work environment that involve physical and electronic accessibility. As part of the DON's Accessibility Policy Statement, the DON OEEO serves as the point of contact for addressing accessibility concerns for agency facilities and technology, and will better understand the state of the DON's overall accessibility after analyzing the incoming inquiries. Based on the trends derived from this information, the DON can plan to eliminate certain barriers to accessibility in future years. In 2020, the IWD Champions Council established the objective of enhancing the accessibility of information technology (IT) and electronic documents, and the objective of enhancing the accessibility of physical infrastructure and DON facilities. As part of the Council's efforts, the DON OEEO authored and issued a Fact Sheet in April 2020 titled "Section 508: Creating Accessible Documents." This Fact Sheet describes the importance of document accessibility, explains how to run Accessibility Checkers in frequently-used electronic file formats (Microsoft Word, PowerPoint, Excel, Adobe PDF, etc.), and provides additional resources for ensuring Section 508 compliance and document accessibility. The execution of additional efforts toward these two objectives have been planned for FY 2021. The DON heavily utilizes the DoD's Computer/Electronic Accommodations Program (CAP) to provide reasonable accommodations in the form of assistive technology. In FY 2020, CAP provided the DON workforce and service members with a total of 1,305 accommodations costing \$351,438.59. The DON has a strong team that meets weekly to execute a unique process to ensure that the CAP offerings are compatible and are approved for use on the Navy/Marine Corps Intranet (NMCI). This team continually reviews CAP's offerings, identifies the latest versions of assistive technologies, and procures those products for risk-assessment, compatibility testing, and approval on the NMCI network to ensure 508 compliance. The DON Program Manager for CAP Assistive Technologies troubleshoots any issues with user software if the software was obtained through CAP, and follows up with the appropriate parties to ensure expeditious resolution, so that individuals who rely on assistive technology can fully perform their job duties.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The DON utilizes the Navy Electronic Accommodations Tracker (NEAT) to collect reasonable accommodation (RA) data, which is a database system that DON's EEO offices use to document their efforts and milestones in processing requests for RA. OEEO manages NEAT and has administrative oversight of RA processing in the database. The data in NEAT shows that the DON processed 2,041 requests for disability accommodations in FY 2020 (not including those for recurring requests), taking an average of 38.57 days for the requests to be processed. DON's Procedures for Processing Requests for Reasonable Accommodation require that reasonable accommodation requests be processed (from initial request to decision of whether to accommodate) within 30 calendar days. Therefore, the DON's average processing time is longer than the timeframe prescribed in DON policy. In FY 2021, OEEO will examine barriers to processing RA requests in a timely manner, and work to address any identified barriers. Please see Section VII of the Part J.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The agency EEO Program, including disability program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Some of the DON's subordinate components have issued additional reasonable accommodation guidance, in addition to the DON's Procedures for Processing Requests for Reasonable Accommodation. The DON's subordinate components executed their reasonable accommodation programs to varying degrees of success. Training was delivered on reasonable accommodation at the majority of the commands, and is also included in the mandatory Supervisory EEO Training course.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The DON issued a policy statement and Procedures for Processing Requests for Personal Assistance Services (PAS) on January 23, 2018. In FY 2020, the functionality to capture PAS requests in NEAT was implemented, so that the DON is able to evaluate trends and the effectiveness of the program. In FY 2020, the DON processed 3 PAS requests. Additionally, DON's mandatory Supervisory EEO Training includes a module that outlines the DON's obligation to provide PAS to those who need the services because of their targeted disability, defines PAS, distinguishes between PAS and reasonable accommodation, and refers to the DON's PAS procedures for more information.

Section VI: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

The DON did not have any findings of discrimination alleging harassment based on disability status.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

The DON had one finding of discrimination involving the failure to provide a reasonable accommodation, where the corrective measures taken by the agency were as follows: awarded the complainant \$5,000 for non-pecuniary damages and \$15,475 in attorney fees, and provided EEO and Reasonable Accommodation training to the Responsible Management Officials.

Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.

| | |
|---|---|
| EEOC FORM 715-01 PART F | U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT |
|---|---|

**CERTIFICATION of ESTABLISHMENT of CONTINUING
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Catherine L. Kessmeier, Acting, Assistant Secretary of the Navy, Manpower and Reserve Affairs, am the Principal EEO Director/Official for the Department of the Navy and the Agency Head Designee for the Secretary of the Navy (SECNAV).

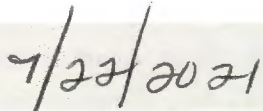
The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

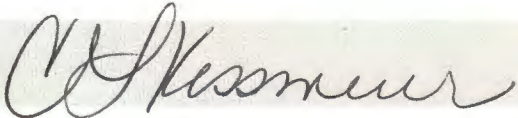
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



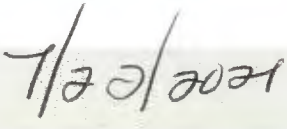
Signature of Principal EEO Director/Official
Certifies that this Federal Agency Annual EEO Program Status
Report is in compliance with EEO MD-715.



Date



Signature of Agency Head or Agency Head Designee



Date

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Table A1: TOTAL WORKFORCE - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Employment Tenure | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---------------------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| CLF 2010 % | 100 | 51.86 | 48.14 | 5.17 | 4.79 | 38.33 | 34.03 | 5.49 | 6.53 | 1.97 | 1.93 | 0.07 | 0.07 | 0.55 | 0.53 | 0.26 | 0.28 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| TOTAL WORKFORCE | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 262549 | 174380 | 88169 | 11181 | 8057 | 116672 | 47619 | 21202 | 16946 | 18332 | 11193 | 3114 | 1933 | 1815 | 931 | 2064 | 1490 |
| Total Workforce: Prior FY % | 100 | 66.42 | 33.58 | 4.26 | 3.07 | 44.44 | 18.14 | 8.08 | 6.45 | 6.98 | 4.26 | 1.19 | 0.74 | 0.69 | 0.35 | 0.79 | 0.57 |
| Total Workforce: Current FY # | 265179 | 176321 | 88858 | 11735 | 8411 | 117026 | 47295 | 21429 | 17028 | 18561 | 11505 | 3268 | 1998 | 1939 | 966 | 2363 | 1655 |
| Total Workforce: Current FY % | 100 | 66.49 | 33.51 | 4.43 | 3.17 | 44.13 | 17.84 | 8.08 | 6.42 | 7.00 | 4.34 | 1.23 | 0.75 | 0.73 | 0.36 | 0.89 | 0.62 |
| Total Workforce: Difference # | 2630 | 1941 | 689 | 554 | 354 | 354 | -324 | 227 | 82 | 229 | 312 | 154 | 65 | 124 | 35 | 299 | 165 |
| Total Workforce: Ratio Change % | 0.00 | 0.07 | -0.07 | 0.17 | 0.10 | -0.31 | -0.30 | 0.00 | -0.03 | 0.02 | 0.08 | 0.04 | 0.01 | 0.04 | 0.01 | 0.10 | 0.05 |
| Total Workforce: Net Change % | 1.00 | 1.11 | 0.78 | 4.95 | 4.39 | 0.30 | -0.68 | 1.07 | 0.48 | 1.25 | 2.79 | 4.95 | 3.36 | 6.83 | 3.76 | 14.49 | 11.07 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 22763 | 15218 | 7545 | 963 | 473 | 9615 | 4310 | 2197 | 1520 | 1443 | 755 | 306 | 140 | 328 | 125 | 366 | 222 |
| Total Workforce: New Hires % | 100 | 66.85 | 33.15 | 4.23 | 2.08 | 42.24 | 18.93 | 9.65 | 6.68 | 6.34 | 3.32 | 1.34 | 0.62 | 1.44 | 0.55 | 1.61 | 0.98 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Removal # | 1153 | 893 | 260 | 56 | 25 | 502 | 147 | 219 | 66 | 59 | 9 | 16 | 4 | 17 | 6 | 24 | 3 |
| Total Workforce: Removal % | 100 | 77.45 | 22.55 | 4.86 | 2.17 | 43.54 | 12.75 | 18.99 | 5.72 | 5.12 | 0.78 | 1.39 | 0.35 | 1.47 | 0.52 | 2.08 | 0.26 |
| Total Workforce: Resignation # | 5640 | 3836 | 1804 | 285 | 145 | 2558 | 1075 | 514 | 365 | 340 | 144 | 49 | 16 | 57 | 23 | 33 | 36 |
| Total Workforce: Resignation % | 100 | 68.01 | 31.99 | 5.05 | 2.57 | 45.35 | 19.06 | 9.11 | 6.47 | 6.03 | 2.55 | 0.87 | 0.28 | 1.01 | 0.41 | 0.59 | 0.64 |
| Total Workforce: Retirement # | 6058 | 4264 | 1794 | 199 | 80 | 3122 | 1135 | 444 | 363 | 385 | 161 | 49 | 29 | 48 | 19 | 17 | 7 |
| Total Workforce: Retirement % | 100 | 70.39 | 29.61 | 3.28 | 1.32 | 51.54 | 18.74 | 7.33 | 5.99 | 6.36 | 2.66 | 0.81 | 0.48 | 0.79 | 0.31 | 0.28 | 0.12 |
| Total Workforce: Other Separations # | 1585 | 1021 | 564 | 72 | 43 | 643 | 264 | 183 | 200 | 86 | 40 | 13 | 4 | 15 | 4 | 9 | 9 |
| Total Workforce: Other Separations % | 100 | 64.42 | 35.58 | 4.54 | 2.71 | 40.57 | 16.66 | 11.55 | 12.62 | 5.43 | 2.52 | 0.82 | 0.25 | 0.95 | 0.25 | 0.57 | 0.57 |
| Total Workforce: Total Separations # | 14436 | 10014 | 4422 | 612 | 293 | 6825 | 2621 | 1360 | 994 | 870 | 354 | 127 | 53 | 137 | 52 | 83 | 55 |
| Total Workforce: Total Separations % | 100 | 69.37 | 30.63 | 4.24 | 2.03 | 47.28 | 18.16 | 9.42 | 6.89 | 6.03 | 2.45 | 0.88 | 0.37 | 0.95 | 0.36 | 0.57 | 0.38 |
| PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 244855 | 166404 | 78451 | 10455 | 6652 | 111964 | 43008 | 20046 | 15279 | 17459 | 9806 | 2904 | 1648 | 1686 | 807 | 1890 | 1251 |
| Permanent Workforce: Prior FY % | 100 | 67.96 | 32.04 | 4.27 | 2.72 | 45.73 | 17.56 | 8.19 | 6.24 | 7.13 | 4.00 | 1.19 | 0.67 | 0.69 | 0.33 | 0.77 | 0.51 |
| Permanent Workforce: Current FY # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce: Current FY % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| Permanent Workforce: Difference # | 4394 | 2692 | 1702 | 618 | 409 | 932 | 342 | 293 | 273 | 278 | 392 | 151 | 77 | 142 | 47 | 278 | 162 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.12 | 0.12 | 0.17 | 0.11 | -0.44 | -0.17 | -0.03 | 0.00 | -0.01 | 0.09 | 0.04 | 0.02 | 0.04 | 0.01 | 0.10 | 0.06 |
| Permanent Workforce: Net Change % | 1.79 | 1.62 | 2.17 | 5.91 | 6.15 | 0.83 | 0.80 | 1.46 | 1.79 | 1.59 | 4.00 | 5.20 | 4.67 | 8.42 | 5.82 | 14.71 | 12.95 |

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| Employment Tenure | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Permanent Workforce: New Hires # | 20551 | 13878 | 6673 | 884 | 421 | 8756 | 3783 | 2000 | 1379 | 1321 | 659 | 288 | 120 | 295 | 114 | 334 | 197 |
| Permanent Workforce: New Hires % | 100 | 67.53 | 32.47 | 4.30 | 2.05 | 42.61 | 18.41 | 9.73 | 6.71 | 6.43 | 3.21 | 1.40 | 0.58 | 1.44 | 0.55 | 1.63 | 0.96 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Reduction in Force % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Removal # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Removal % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Resignation # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Resignation % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Retirement # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Retirement % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Other Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Other Separations % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Total Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Total Separations % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TEMPORARY WORKFORCE | | | | | | | | | | | | | | | | | |
| Temporary Workforce: Prior FY # | 17694 | 7976 | 9718 | 726 | 1405 | 4708 | 4611 | 1156 | 1667 | 873 | 1387 | 210 | 285 | 129 | 124 | 174 | 239 |
| Temporary Workforce: Prior FY % | 100 | 45.08 | 54.92 | 4.10 | 7.94 | 26.61 | 26.06 | 6.53 | 9.42 | 4.93 | 7.84 | 1.19 | 1.61 | 0.73 | 0.70 | 0.98 | 1.35 |
| Temporary Workforce: Current FY # | 15930 | 7225 | 8705 | 662 | 1350 | 4130 | 3945 | 1090 | 1476 | 824 | 1307 | 213 | 273 | 111 | 112 | 195 | 242 |
| Temporary Workforce: Current FY % | 100 | 45.35 | 54.65 | 4.16 | 8.47 | 25.93 | 24.76 | 6.84 | 9.27 | 5.17 | 8.20 | 1.34 | 1.71 | 0.70 | 0.70 | 1.22 | 1.52 |
| Temporary Workforce: Difference # | -1764 | -751 | -1013 | -64 | -55 | -578 | -666 | -66 | -191 | -49 | -80 | 3 | -12 | -18 | -12 | 21 | 3 |
| Temporary Workforce: Ratio Change % | 0.00 | 0.27 | -0.27 | 0.06 | 0.53 | -0.68 | -1.30 | 0.31 | -0.15 | 0.24 | 0.36 | 0.15 | 0.10 | -0.03 | 0.00 | 0.24 | 0.17 |
| Temporary Workforce: Net Change % | -9.97 | -9.42 | -10.42 | -8.82 | -3.91 | -12.28 | -14.44 | -5.71 | -11.46 | -5.61 | -5.77 | 1.43 | -4.21 | -13.95 | -9.68 | 12.07 | 1.26 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Temporary Workforce: New Hires # | 2212 | 1340 | 872 | 79 | 52 | 859 | 527 | 197 | 141 | 122 | 96 | 18 | 20 | 33 | 11 | 32 | 25 |
| Temporary Workforce: New Hires % | 100 | 60.58 | 39.42 | 3.57 | 2.35 | 38.83 | 23.82 | 8.91 | 6.37 | 5.52 | 4.34 | 0.81 | 0.90 | 1.49 | 0.50 | 1.45 | 1.13 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Temporary Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Reduction in Force % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Removal # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Removal % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Resignation # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Resignation % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Retirement # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Retirement % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

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Table A2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Race, Ethnicity, and Sex (Participation Rate)

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Employment Tenure for Sub-Components | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--------------------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| CLF 2010 % | 100 | 51.86 | 48.14 | 5.17 | 4.79 | 38.33 | 34.03 | 5.49 | 6.53 | 1.97 | 1.93 | 0.07 | 0.07 | 0.55 | 0.53 | 0.26 | 0.28 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| Permanent Workforce # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| NV-11 # | 1707 | 1047 | 660 | 56 | 38 | 740 | 343 | 134 | 167 | 84 | 76 | 11 | 14 | 10 | 8 | 12 | 14 |
| NV-11 % | 100 | 61.34 | 38.66 | 3.28 | 2.23 | 43.35 | 20.09 | 7.85 | 9.78 | 4.92 | 4.45 | 0.64 | 0.82 | 0.59 | 0.47 | 0.70 | 0.82 |
| NV-12 # | 4607 | 2324 | 2283 | 181 | 165 | 1611 | 1200 | 348 | 673 | 136 | 158 | 10 | 21 | 15 | 20 | 23 | 46 |
| NV-12 % | 100 | 50.44 | 49.56 | 3.93 | 3.58 | 34.97 | 26.05 | 7.55 | 14.61 | 2.95 | 3.43 | 0.22 | 0.46 | 0.33 | 0.43 | 0.50 | 1.00 |
| NV-14 # | 2929 | 2058 | 871 | 77 | 32 | 1554 | 530 | 184 | 214 | 221 | 73 | 3 | 4 | 10 | 10 | 9 | 8 |
| NV-14 % | 100 | 70.26 | 29.74 | 2.63 | 1.09 | 53.06 | 18.09 | 6.28 | 7.31 | 7.55 | 2.49 | 0.10 | 0.14 | 0.34 | 0.34 | 0.31 | 0.27 |
| NV-15 # | 825 | 519 | 306 | 24 | 16 | 365 | 183 | 94 | 91 | 21 | 10 | 0 | 2 | 9 | 1 | 6 | 3 |
| NV-15 % | 100 | 62.91 | 37.09 | 2.91 | 1.94 | 44.24 | 22.18 | 11.39 | 11.03 | 2.55 | 1.21 | 0.00 | 0.24 | 1.09 | 0.12 | 0.73 | 0.36 |
| NV-18 # | 10808 | 4327 | 6481 | 383 | 539 | 2347 | 3286 | 802 | 1394 | 625 | 1029 | 77 | 87 | 43 | 68 | 50 | 78 |
| NV-18 % | 100 | 40.04 | 59.96 | 3.54 | 4.99 | 21.72 | 30.40 | 7.42 | 12.90 | 5.78 | 9.52 | 0.71 | 0.80 | 0.40 | 0.63 | 0.46 | 0.72 |
| NV-19 # | 30374 | 22705 | 7669 | 1779 | 608 | 16618 | 5571 | 1826 | 786 | 1996 | 533 | 149 | 39 | 218 | 81 | 119 | 51 |
| NV-19 % | 100 | 74.75 | 25.25 | 5.86 | 2.00 | 54.71 | 18.34 | 6.01 | 2.59 | 6.57 | 1.75 | 0.49 | 0.13 | 0.72 | 0.27 | 0.39 | 0.17 |
| NV-22M # | 1754 | 1030 | 724 | 34 | 41 | 812 | 489 | 102 | 122 | 71 | 59 | 4 | 5 | 5 | 6 | 2 | 2 |
| NV-22M % | 100 | 58.72 | 41.28 | 1.94 | 2.34 | 46.29 | 27.88 | 5.82 | 6.96 | 4.05 | 3.36 | 0.23 | 0.29 | 0.29 | 0.34 | 0.11 | 0.11 |
| NV-22B # | 2102 | 1209 | 893 | 91 | 52 | 637 | 364 | 339 | 392 | 93 | 52 | 13 | 10 | 25 | 9 | 11 | 14 |
| NV-22B % | 100 | 57.52 | 42.48 | 4.33 | 2.47 | 30.30 | 17.32 | 16.13 | 18.65 | 4.42 | 2.47 | 0.62 | 0.48 | 1.19 | 0.43 | 0.52 | 0.67 |
| NV-23 # | 6859 | 4380 | 2479 | 284 | 165 | 2799 | 1558 | 662 | 491 | 450 | 181 | 82 | 38 | 47 | 19 | 56 | 27 |
| NV-23 % | 100 | 63.86 | 36.14 | 4.14 | 2.41 | 40.81 | 22.71 | 9.65 | 7.16 | 6.56 | 2.64 | 1.20 | 0.55 | 0.69 | 0.28 | 0.82 | 0.39 |
| NV-24 # | 33679 | 24571 | 9108 | 1470 | 659 | 19126 | 6334 | 1721 | 1262 | 1870 | 668 | 86 | 24 | 164 | 83 | 134 | 78 |
| NV-24 % | 100 | 72.96 | 27.04 | 4.36 | 1.96 | 56.79 | 18.81 | 5.11 | 3.75 | 5.55 | 1.98 | 0.26 | 0.07 | 0.49 | 0.25 | 0.40 | 0.23 |
| NV-25 # | 26053 | 15859 | 10194 | 1222 | 1145 | 9219 | 4152 | 1929 | 1634 | 2258 | 2222 | 643 | 519 | 183 | 72 | 405 | 450 |
| NV-25 % | 100 | 60.87 | 39.13 | 4.69 | 4.39 | 35.39 | 15.94 | 7.40 | 6.27 | 8.67 | 8.53 | 2.47 | 1.99 | 0.70 | 0.28 | 1.55 | 1.73 |
| NV-27 # | 26264 | 15958 | 10306 | 1727 | 1333 | 9985 | 5121 | 2616 | 2230 | 902 | 1103 | 289 | 263 | 261 | 146 | 178 | 110 |
| NV-27 % | 100 | 60.76 | 39.24 | 6.58 | 5.08 | 38.02 | 19.50 | 9.96 | 8.49 | 3.43 | 4.20 | 1.10 | 1.00 | 0.99 | 0.56 | 0.68 | 0.42 |
| NV-30 # | 1331 | 952 | 379 | 54 | 27 | 726 | 228 | 85 | 89 | 67 | 29 | 5 | 2 | 11 | 3 | 4 | 1 |
| NV-30 % | 100 | 71.53 | 28.47 | 4.06 | 2.03 | 54.55 | 17.13 | 6.39 | 6.69 | 5.03 | 2.18 | 0.38 | 0.15 | 0.83 | 0.23 | 0.30 | 0.08 |
| NV-39 # | 11177 | 8120 | 3057 | 512 | 237 | 5330 | 1730 | 743 | 455 | 1217 | 498 | 99 | 51 | 138 | 49 | 81 | 37 |
| NV-39 % | 100 | 72.65 | 27.35 | 4.58 | 2.12 | 47.69 | 15.48 | 6.65 | 4.07 | 10.89 | 4.46 | 0.89 | 0.46 | 1.23 | 0.44 | 0.72 | 0.33 |
| NV-41 # | 1031 | 604 | 427 | 26 | 18 | 432 | 238 | 114 | 135 | 25 | 29 | 0 | 2 | 4 | 0 | 3 | 5 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Employment Tenure for Sub-Components | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| NV-41 % | 100 | 58.58 | 41.42 | 2.52 | 1.75 | 41.90 | 23.08 | 11.06 | 13.09 | 2.42 | 2.81 | 0.00 | 0.19 | 0.39 | 0.00 | 0.29 | 0.48 |
| NV-52 # | 22987 | 11770 | 11217 | 1022 | 1260 | 6604 | 4502 | 1979 | 2773 | 1392 | 2030 | 480 | 359 | 138 | 123 | 155 | 170 |
| NV-52 % | 100 | 51.20 | 48.80 | 4.45 | 5.48 | 28.73 | 19.58 | 8.61 | 12.06 | 6.06 | 8.83 | 2.09 | 1.56 | 0.60 | 0.54 | 0.67 | 0.74 |
| NV-55 # | 1669 | 1188 | 481 | 89 | 35 | 667 | 207 | 229 | 149 | 92 | 54 | 73 | 16 | 14 | 6 | 24 | 14 |
| NV-55 % | 100 | 71.18 | 28.82 | 5.33 | 2.10 | 39.96 | 12.40 | 13.72 | 8.93 | 5.51 | 3.24 | 4.37 | 0.96 | 0.84 | 0.36 | 1.44 | 0.84 |
| NV-60 # | 34377 | 28075 | 6302 | 944 | 238 | 19096 | 3555 | 5424 | 2024 | 1980 | 330 | 222 | 48 | 235 | 43 | 174 | 64 |
| NV-60 % | 100 | 81.67 | 18.33 | 2.75 | 0.69 | 55.55 | 10.34 | 15.78 | 5.89 | 5.76 | 0.96 | 0.65 | 0.14 | 0.68 | 0.13 | 0.51 | 0.19 |
| NV-70 # | 24784 | 19898 | 4886 | 959 | 355 | 12260 | 2835 | 756 | 230 | 4089 | 956 | 856 | 214 | 263 | 76 | 715 | 220 |
| NV-70 % | 100 | 80.29 | 19.71 | 3.87 | 1.43 | 49.47 | 11.44 | 3.05 | 0.93 | 16.50 | 3.86 | 3.45 | 0.86 | 1.06 | 0.31 | 2.88 | 0.89 |
| NV-72 # | 423 | 250 | 173 | 24 | 11 | 154 | 90 | 49 | 53 | 15 | 12 | 4 | 3 | 3 | 2 | 1 | 2 |
| NV-72 % | 100 | 59.10 | 40.90 | 5.67 | 2.60 | 36.41 | 21.28 | 11.58 | 12.53 | 3.55 | 2.84 | 0.95 | 0.71 | 0.71 | 0.47 | 0.24 | 0.47 |
| NV-74 # | 1278 | 990 | 288 | 72 | 30 | 737 | 158 | 91 | 43 | 58 | 32 | 7 | 10 | 14 | 7 | 11 | 8 |
| NV-74 % | 100 | 77.46 | 22.54 | 5.63 | 2.35 | 57.67 | 12.36 | 7.12 | 3.36 | 4.54 | 2.50 | 0.55 | 0.78 | 1.10 | 0.55 | 0.86 | 0.63 |
| NV-76 # | 4525 | 2857 | 1668 | 170 | 107 | 1976 | 983 | 441 | 382 | 188 | 124 | 20 | 11 | 38 | 33 | 24 | 28 |
| NV-76 % | 100 | 63.14 | 36.86 | 3.76 | 2.36 | 43.67 | 21.72 | 9.75 | 8.44 | 4.15 | 2.74 | 0.44 | 0.24 | 0.84 | 0.73 | 0.53 | 0.62 |

Table A3: OCCUPATIONAL CATEGORIES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Occupational Categories | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-----------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| 1. Management | | | | | | | | | | | | | | | | | |
| Executives # | 8990 | 6666 | 2324 | 260 | 117 | 5686 | 1752 | 348 | 278 | 281 | 130 | 31 | 12 | 33 | 15 | 27 | 20 |
| Executives % | 100 | 74.15 | 25.85 | 2.89 | 1.30 | 63.25 | 19.49 | 3.87 | 3.09 | 3.13 | 1.45 | 0.34 | 0.13 | 0.37 | 0.17 | 0.30 | 0.22 |
| Managers # | 16793 | 11642 | 5151 | 603 | 330 | 8877 | 3285 | 945 | 782 | 858 | 514 | 145 | 108 | 104 | 40 | 110 | 92 |
| Managers % | 100 | 69.33 | 30.67 | 3.59 | 1.97 | 52.86 | 19.56 | 5.63 | 4.66 | 5.11 | 3.06 | 0.86 | 0.64 | 0.62 | 0.24 | 0.66 | 0.55 |
| Supervisors # | 61598 | 39704 | 21894 | 2173 | 1210 | 28929 | 14190 | 4873 | 4463 | 2569 | 1320 | 453 | 311 | 421 | 234 | 286 | 166 |
| Supervisors % | 100 | 64.46 | 35.54 | 3.53 | 1.96 | 46.96 | 23.04 | 7.91 | 7.25 | 4.17 | 2.14 | 0.74 | 0.50 | 0.68 | 0.38 | 0.46 | 0.27 |
| Total Management # | 87381 | 58012 | 29369 | 3036 | 1657 | 43492 | 19227 | 6166 | 5523 | 3708 | 1964 | 629 | 431 | 558 | 289 | 423 | 278 |
| Total Management % | 100 | 66.39 | 33.61 | 3.47 | 1.90 | 49.77 | 22.00 | 7.06 | 6.32 | 4.24 | 2.25 | 0.72 | 0.49 | 0.64 | 0.33 | 0.48 | 0.32 |
| 2. Professionals # | 60916 | 44365 | 16551 | 2972 | 1304 | 30743 | 9801 | 3555 | 2394 | 5972 | 2512 | 312 | 171 | 384 | 177 | 427 | 192 |
| Professionals % | 100 | 72.83 | 27.17 | 4.88 | 2.14 | 50.47 | 16.09 | 5.84 | 3.93 | 9.80 | 4.12 | 0.51 | 0.28 | 0.63 | 0.29 | 0.70 | 0.32 |
| 3. Technicians # | 16435 | 13282 | 3153 | 732 | 267 | 9874 | 1721 | 1275 | 608 | 927 | 417 | 176 | 42 | 171 | 36 | 127 | 62 |
| Technicians % | 100 | 80.82 | 19.18 | 4.45 | 1.62 | 60.08 | 10.47 | 7.76 | 3.70 | 5.64 | 2.54 | 1.07 | 0.26 | 1.04 | 0.22 | 0.77 | 0.38 |
| 4. Sales Workers # | 4330 | 1045 | 3285 | 147 | 479 | 325 | 907 | 207 | 551 | 185 | 862 | 69 | 239 | 5 | 14 | 107 | 233 |
| Sales Workers % | 100 | 24.13 | 75.87 | 3.39 | 11.06 | 7.51 | 20.95 | 4.78 | 12.73 | 4.27 | 19.91 | 1.59 | 5.52 | 0.12 | 0.32 | 2.47 | 5.38 |
| 5. Administrative Workers # | 18052 | 6204 | 11848 | 593 | 1357 | 2851 | 5228 | 1650 | 3038 | 785 | 1505 | 142 | 339 | 75 | 156 | 108 | 225 |
| Administrative Workers % | 100 | 34.37 | 65.63 | 3.28 | 7.52 | 15.79 | 28.96 | 9.14 | 16.83 | 4.35 | 8.34 | 0.79 | 1.88 | 0.42 | 0.86 | 0.60 | 1.25 |
| 6. Craft Workers # | 29327 | 26574 | 2753 | 1741 | 196 | 15732 | 1472 | 3752 | 528 | 3474 | 322 | 902 | 92 | 417 | 39 | 556 | 104 |
| Craft Workers % | 100 | 90.61 | 9.39 | 5.94 | 0.67 | 53.64 | 5.02 | 12.79 | 1.80 | 11.85 | 1.10 | 3.08 | 0.31 | 1.42 | 0.13 | 1.90 | 0.35 |
| 7. Operatives # | 7142 | 5639 | 1503 | 400 | 142 | 3158 | 655 | 990 | 288 | 699 | 303 | 194 | 40 | 71 | 17 | 127 | 58 |
| Operatives % | 100 | 78.96 | 21.04 | 5.60 | 1.99 | 44.22 | 9.17 | 13.86 | 4.03 | 9.79 | 4.24 | 2.72 | 0.56 | 0.99 | 0.24 | 1.78 | 0.81 |
| 8. Laborers and Helpers # | 2726 | 1734 | 992 | 183 | 146 | 519 | 283 | 518 | 263 | 295 | 186 | 130 | 67 | 11 | 11 | 78 | 36 |
| Laborers and Helpers % | 100 | 63.61 | 36.39 | 6.71 | 5.36 | 19.04 | 10.38 | 19.00 | 9.65 | 10.82 | 6.82 | 4.77 | 2.46 | 0.40 | 0.40 | 2.86 | 1.32 |
| 9. Service Workers # | 22940 | 12241 | 10699 | 1269 | 1513 | 6202 | 4056 | 2226 | 2359 | 1692 | 2127 | 501 | 304 | 136 | 115 | 215 | 225 |
| Service Workers % | 100 | 53.36 | 46.64 | 5.53 | 6.60 | 27.04 | 17.68 | 9.70 | 10.28 | 7.38 | 9.27 | 2.18 | 1.33 | 0.59 | 0.50 | 0.94 | 0.98 |

Table A4P: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| GS/GM/GL GRADES | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| GS-01 # | 29 | 17 | 12 | 1 | 0 | 13 | 9 | 0 | 0 | 1 | 1 | 2 | 1 | 0 | 1 | 0 | 0 |
| GS-01 % | 100 | 58.62 | 41.38 | 3.45 | 0.00 | 44.83 | 31.03 | 0.00 | 0.00 | 3.45 | 3.45 | 6.90 | 3.45 | 0.00 | 3.45 | 0.00 | 0.00 |
| GS-02 # | 73 | 51 | 22 | 7 | 3 | 33 | 15 | 5 | 1 | 4 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| GS-02 % | 100 | 69.86 | 30.14 | 9.59 | 4.11 | 45.21 | 20.55 | 6.85 | 1.37 | 5.48 | 4.11 | 2.74 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-03 # | 227 | 140 | 87 | 4 | 7 | 87 | 43 | 29 | 16 | 6 | 15 | 11 | 2 | 0 | 2 | 3 | 2 |
| GS-03 % | 100 | 61.67 | 38.33 | 1.76 | 3.08 | 38.33 | 18.94 | 12.78 | 7.05 | 2.64 | 6.61 | 4.85 | 0.88 | 0.00 | 0.88 | 1.32 | 0.88 |
| GS-04 # | 1528 | 746 | 782 | 39 | 76 | 338 | 329 | 240 | 248 | 70 | 89 | 33 | 8 | 10 | 16 | 16 | 16 |
| GS-04 % | 100 | 48.82 | 51.18 | 2.55 | 4.97 | 22.12 | 21.53 | 15.71 | 16.23 | 4.58 | 5.82 | 2.16 | 0.52 | 0.65 | 1.05 | 1.05 | 1.05 |
| GS-05 # | 4516 | 2089 | 2427 | 176 | 247 | 1022 | 1068 | 458 | 648 | 264 | 328 | 87 | 57 | 33 | 37 | 49 | 42 |
| GS-05 % | 100 | 46.26 | 53.74 | 3.90 | 5.47 | 22.63 | 23.65 | 10.14 | 14.35 | 5.85 | 7.26 | 1.93 | 1.26 | 0.73 | 0.82 | 1.09 | 0.93 |
| GS-06 # | 4756 | 2357 | 2399 | 244 | 216 | 1117 | 1203 | 578 | 607 | 259 | 243 | 83 | 52 | 35 | 30 | 41 | 48 |
| GS-06 % | 100 | 49.56 | 50.44 | 5.13 | 4.54 | 23.49 | 25.29 | 12.15 | 12.76 | 5.45 | 5.11 | 1.75 | 1.09 | 0.74 | 0.63 | 0.86 | 1.01 |
| GS-07 # | 13652 | 8598 | 5054 | 718 | 447 | 4151 | 2455 | 2049 | 1337 | 1289 | 540 | 191 | 113 | 107 | 79 | 93 | 83 |
| GS-07 % | 100 | 62.98 | 37.02 | 5.26 | 3.27 | 30.41 | 17.98 | 15.01 | 9.79 | 9.44 | 3.96 | 1.40 | 0.83 | 0.78 | 0.58 | 0.68 | 0.61 |
| GS-08 # | 2564 | 1741 | 823 | 193 | 84 | 933 | 436 | 337 | 195 | 181 | 68 | 50 | 12 | 21 | 14 | 26 | 14 |
| GS-08 % | 100 | 67.90 | 32.10 | 7.53 | 3.28 | 36.39 | 17.00 | 13.14 | 7.61 | 7.06 | 2.65 | 1.95 | 0.47 | 0.82 | 0.55 | 1.01 | 0.55 |
| GS-09 # | 14942 | 9317 | 5625 | 789 | 456 | 5508 | 3095 | 1425 | 1191 | 1209 | 584 | 143 | 101 | 112 | 101 | 131 | 97 |
| GS-09 % | 100 | 62.35 | 37.65 | 5.28 | 3.05 | 36.86 | 20.71 | 9.54 | 7.97 | 8.09 | 3.91 | 0.96 | 0.68 | 0.75 | 0.68 | 0.88 | 0.65 |
| GS-10 # | 1723 | 1174 | 549 | 69 | 40 | 773 | 293 | 200 | 137 | 84 | 53 | 14 | 8 | 21 | 8 | 13 | 10 |
| GS-10 % | 100 | 68.14 | 31.86 | 4.00 | 2.32 | 44.86 | 17.01 | 11.61 | 7.95 | 4.88 | 3.08 | 0.81 | 0.46 | 1.22 | 0.46 | 0.75 | 0.58 |
| GS-11 # | 22436 | 15049 | 7387 | 1146 | 571 | 9848 | 4274 | 1955 | 1394 | 1559 | 868 | 185 | 113 | 171 | 82 | 185 | 85 |
| GS-11 % | 100 | 67.08 | 32.92 | 5.11 | 2.55 | 43.89 | 19.05 | 8.71 | 6.21 | 6.95 | 3.87 | 0.82 | 0.50 | 0.76 | 0.37 | 0.82 | 0.38 |
| GS-12 # | 39998 | 28061 | 11937 | 1657 | 863 | 19634 | 7356 | 3024 | 2058 | 2816 | 1216 | 329 | 170 | 333 | 116 | 268 | 158 |
| GS-12 % | 100 | 70.16 | 29.84 | 4.14 | 2.16 | 49.09 | 18.39 | 7.56 | 5.15 | 7.04 | 3.04 | 0.82 | 0.43 | 0.83 | 0.29 | 0.67 | 0.40 |
| GS-13 # | 50204 | 36909 | 13295 | 2116 | 802 | 27664 | 8745 | 2829 | 2095 | 3508 | 1290 | 248 | 123 | 288 | 117 | 256 | 123 |
| GS-13 % | 100 | 73.52 | 26.48 | 4.21 | 1.60 | 55.10 | 17.42 | 5.64 | 4.17 | 6.99 | 2.57 | 0.49 | 0.25 | 0.57 | 0.23 | 0.51 | 0.25 |
| GS-14 # | 8488 | 6291 | 2197 | 274 | 97 | 4997 | 1472 | 488 | 360 | 373 | 213 | 58 | 18 | 52 | 18 | 49 | 19 |
| GS-14 % | 100 | 74.12 | 25.88 | 3.23 | 1.14 | 58.87 | 17.34 | 5.75 | 4.24 | 4.39 | 2.51 | 0.68 | 0.21 | 0.61 | 0.21 | 0.58 | 0.22 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| GS/GM/GL GRADES | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|------------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GS-15 # | 15049 | 11454 | 3595 | 470 | 186 | 9664 | 2656 | 546 | 433 | 637 | 261 | 46 | 15 | 57 | 23 | 34 | 21 |
| GS-15 % | 100 | 76.11 | 23.89 | 3.12 | 1.24 | 64.22 | 17.65 | 3.63 | 2.88 | 4.23 | 1.73 | 0.31 | 0.10 | 0.38 | 0.15 | 0.23 | 0.14 |
| All Other (Unspecified GS) # | 39 | 31 | 8 | 1 | 0 | 25 | 6 | 3 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| All Other (Unspecified GS) % | 100 | 79.49 | 20.51 | 2.56 | 0.00 | 64.10 | 15.38 | 7.69 | 2.56 | 5.13 | 2.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total GS Employees # | 180224 | 124025 | 56199 | 7904 | 4095 | 85807 | 33455 | 14166 | 10721 | 12262 | 5773 | 1482 | 793 | 1240 | 644 | 1164 | 718 |
| Total GS Employees % | 100 | 68.82 | 31.18 | 4.39 | 2.27 | 47.61 | 18.56 | 7.86 | 5.95 | 6.80 | 3.20 | 0.82 | 0.44 | 0.69 | 0.36 | 0.65 | 0.40 |
| SES # | 0 | 0 | 0 | 0 | 0 | 0 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other Senior Pay # | 74 | 55 | 19 | 0 | 2 | 52 | 14 | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Senior Pay % | 100 | 74.32 | 25.68 | 0.00 | 2.70 | 70.27 | 18.92 | 2.70 | 2.70 | 1.35 | 1.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Senior Pay # | 74 | 55 | 19 | 0 | 2 | 52 | 53 | 2 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Senior Pay % | 100 | 74.32 | 25.68 | 0.00 | 2.70 | 70.27 | 71.62 | 2.70 | 2.70 | 1.35 | 1.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

File Process Date and Time: 04/13/2021 04:15 PM

Table A4T: SENIOR PAY & GENERAL SCHEDULE (GS) GRADES - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| GS/GM/GL GRADES | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Temporary Workforce # | 15930 | 7225 | 8705 | 662 | 1350 | 4130 | 3945 | 1090 | 1476 | 824 | 1307 | 213 | 273 | 111 | 112 | 195 | 242 |
| Temporary Workforce % | 100 | 45.35 | 54.65 | 4.16 | 8.47 | 25.93 | 24.76 | 6.84 | 9.27 | 5.17 | 8.20 | 1.34 | 1.71 | 0.70 | 0.70 | 1.22 | 1.52 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| GS-01 # | 40 | 24 | 16 | 1 | 1 | 20 | 12 | 1 | 0 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| GS-01 % | 100 | 60.00 | 40.00 | 2.50 | 2.50 | 50.00 | 30.00 | 2.50 | 0.00 | 5.00 | 5.00 | 0.00 | 2.50 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-02 # | 111 | 73 | 38 | 8 | 4 | 49 | 27 | 4 | 1 | 10 | 5 | 0 | 0 | 1 | 1 | 1 | 0 |
| GS-02 % | 100 | 65.77 | 34.23 | 7.21 | 3.60 | 44.14 | 24.32 | 3.60 | 0.90 | 9.01 | 4.50 | 0.00 | 0.00 | 0.90 | 0.90 | 0.90 | 0.00 |
| GS-03 # | 230 | 171 | 59 | 8 | 4 | 132 | 47 | 8 | 1 | 15 | 6 | 1 | 0 | 6 | 0 | 1 | 1 |
| GS-03 % | 100 | 74.35 | 25.65 | 3.48 | 1.74 | 57.39 | 20.43 | 3.48 | 0.43 | 6.52 | 2.61 | 0.43 | 0.00 | 2.61 | 0.00 | 0.43 | 0.43 |
| GS-04 # | 769 | 495 | 274 | 31 | 25 | 358 | 163 | 31 | 26 | 58 | 48 | 2 | 1 | 9 | 7 | 6 | 4 |
| GS-04 % | 100 | 64.37 | 35.63 | 4.03 | 3.25 | 46.55 | 21.20 | 4.03 | 3.38 | 7.54 | 6.24 | 0.26 | 0.13 | 1.17 | 0.91 | 0.78 | 0.52 |
| GS-05 # | 360 | 91 | 269 | 6 | 18 | 51 | 127 | 19 | 59 | 7 | 45 | 2 | 8 | 3 | 5 | 3 | 7 |
| GS-05 % | 100 | 25.28 | 74.72 | 1.67 | 5.00 | 14.17 | 35.28 | 5.28 | 16.39 | 1.94 | 12.50 | 0.56 | 2.22 | 0.83 | 1.39 | 0.83 | 1.94 |
| GS-06 # | 131 | 34 | 97 | 5 | 9 | 16 | 41 | 8 | 17 | 4 | 20 | 0 | 5 | 1 | 2 | 0 | 3 |
| GS-06 % | 100 | 25.95 | 74.05 | 3.82 | 6.87 | 12.21 | 31.30 | 6.11 | 12.98 | 3.05 | 15.27 | 0.00 | 3.82 | 0.76 | 1.53 | 0.00 | 2.29 |
| GS-07 # | 273 | 109 | 164 | 10 | 20 | 55 | 81 | 27 | 26 | 11 | 27 | 4 | 3 | 1 | 3 | 1 | 4 |
| GS-07 % | 100 | 39.93 | 60.07 | 3.66 | 7.33 | 20.15 | 29.67 | 9.89 | 9.52 | 4.03 | 9.89 | 1.47 | 1.10 | 0.37 | 1.10 | 0.37 | 1.47 |
| GS-08 # | 29 | 12 | 17 | 0 | 2 | 8 | 8 | 2 | 4 | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 0 |
| GS-08 % | 100 | 41.38 | 58.62 | 0.00 | 6.90 | 27.59 | 27.59 | 6.90 | 13.79 | 6.90 | 6.90 | 0.00 | 3.45 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-09 # | 540 | 287 | 253 | 10 | 24 | 224 | 165 | 26 | 32 | 18 | 23 | 3 | 5 | 5 | 2 | 1 | 2 |
| GS-09 % | 100 | 53.15 | 46.85 | 1.85 | 4.44 | 41.48 | 30.56 | 4.81 | 5.93 | 3.33 | 4.26 | 0.56 | 0.93 | 0.93 | 0.37 | 0.19 | 0.37 |
| GS-10 # | 7 | 3 | 4 | 0 | 0 | 1 | 2 | 1 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GS-10 % | 100 | 42.86 | 57.14 | 0.00 | 0.00 | 14.29 | 28.57 | 14.29 | 14.29 | 0.00 | 14.29 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-11 # | 284 | 150 | 134 | 10 | 9 | 85 | 82 | 32 | 14 | 16 | 21 | 3 | 3 | 4 | 2 | 0 | 3 |
| GS-11 % | 100 | 52.82 | 47.18 | 3.52 | 3.17 | 29.93 | 28.87 | 11.27 | 4.93 | 5.63 | 7.39 | 1.06 | 1.06 | 1.41 | 0.70 | 0.00 | 1.06 |
| GS-12 # | 337 | 201 | 136 | 10 | 11 | 127 | 82 | 30 | 20 | 21 | 13 | 2 | 3 | 3 | 2 | 8 | 5 |
| GS-12 % | 100 | 59.64 | 40.36 | 2.97 | 3.26 | 37.69 | 24.33 | 8.90 | 5.93 | 6.23 | 3.86 | 0.59 | 0.89 | 0.89 | 0.59 | 2.37 | 1.48 |
| GS-13 # | 620 | 417 | 203 | 21 | 11 | 324 | 163 | 25 | 14 | 29 | 9 | 5 | 3 | 7 | 1 | 6 | 2 |
| GS-13 % | 100 | 67.26 | 32.74 | 3.39 | 1.77 | 52.26 | 26.29 | 4.03 | 2.26 | 4.68 | 1.45 | 0.81 | 0.48 | 1.13 | 0.16 | 0.97 | 0.32 |
| GS-14 # | 297 | 235 | 62 | 4 | 1 | 216 | 50 | 3 | 2 | 9 | 7 | 1 | 1 | 1 | 0 | 1 | 1 |
| GS-14 % | 100 | 79.12 | 20.88 | 1.35 | 0.34 | 72.73 | 16.84 | 1.01 | 0.67 | 3.03 | 2.36 | 0.34 | 0.34 | 0.34 | 0.00 | 0.34 | 0.34 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| GS/GM/GL GRADES | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| GS-15 # | 254 | 195 | 59 | 3 | 0 | 174 | 50 | 7 | 4 | 8 | 3 | 0 | 0 | 2 | 2 | 1 | 0 |
| GS-15 % | 100 | 76.77 | 23.23 | 1.18 | 0.00 | 68.50 | 19.69 | 2.76 | 1.57 | 3.15 | 1.18 | 0.00 | 0.00 | 0.79 | 0.79 | 0.39 | 0.00 |
| All Other (Unspecified GS) # | 28 | 15 | 13 | 2 | 1 | 10 | 8 | 0 | 2 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| All Other (Unspecified GS) % | 100 | 53.57 | 46.43 | 7.14 | 3.57 | 35.71 | 28.57 | 0.00 | 7.14 | 10.71 | 7.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total GS Employees # | 4310 | 2512 | 1798 | 129 | 140 | 1850 | 1108 | 224 | 223 | 213 | 234 | 24 | 34 | 43 | 27 | 29 | 32 |
| Total GS Employees % | 100 | 58.28 | 41.72 | 2.99 | 3.25 | 42.92 | 25.71 | 5.20 | 5.17 | 4.94 | 5.43 | 0.56 | 0.79 | 1.00 | 0.63 | 0.67 | 0.74 |
| SES # | 251 | 209 | 42 | 5 | 1 | 192 | 39 | 3 | 1 | 7 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
| SES % | 100 | 83.27 | 16.73 | 1.99 | 0.40 | 76.49 | 15.54 | 1.20 | 0.40 | 2.79 | 0.40 | 0.40 | 0.00 | 0.40 | 0.00 | 0.00 | 0.00 |
| Other Senior Pay # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Senior Pay % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Senior Pay # | 251 | 209 | 42 | 5 | 1 | 192 | 39 | 3 | 1 | 7 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
| Total Senior Pay % | 100 | 83.27 | 16.73 | 1.99 | 0.40 | 76.49 | 15.54 | 1.20 | 0.40 | 2.79 | 0.40 | 0.40 | 0.00 | 0.40 | 0.00 | 0.00 | 0.00 |

Table A5P: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|--------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| Up to \$20,000 # | 39 | 25 | 14 | 1 | 0 | 18 | 9 | 1 | 0 | 3 | 2 | 2 | 1 | 0 | 2 | 0 | 0 |
| Up to \$20,000 % | 100 | 64.10 | 35.90 | 2.56 | 0.00 | 46.15 | 23.08 | 2.56 | 0.00 | 7.69 | 5.13 | 5.13 | 2.56 | 0.00 | 5.13 | 0.00 | 0.00 |
| \$20,001-\$30,000 # | 1479 | 884 | 595 | 33 | 54 | 332 | 239 | 377 | 212 | 82 | 61 | 33 | 3 | 5 | 10 | 22 | 16 |
| \$20,001-\$30,000 % | 100 | 59.77 | 40.23 | 2.23 | 3.65 | 22.45 | 16.16 | 25.49 | 14.33 | 5.54 | 4.12 | 2.23 | 0.20 | 0.34 | 0.68 | 1.49 | 1.08 |
| \$30,001-\$40,000 # | 13413 | 6807 | 6606 | 596 | 614 | 3223 | 3154 | 1603 | 1731 | 908 | 742 | 236 | 138 | 121 | 106 | 120 | 121 |
| \$30,001-\$40,000 % | 100 | 50.75 | 49.25 | 4.44 | 4.58 | 24.03 | 23.51 | 11.95 | 12.91 | 6.77 | 5.53 | 1.76 | 1.03 | 0.90 | 0.79 | 0.89 | 0.90 |
| \$40,001-\$50,000 # | 17053 | 10348 | 6705 | 956 | 567 | 5595 | 3465 | 1981 | 1585 | 1333 | 723 | 215 | 141 | 122 | 104 | 146 | 120 |
| \$40,001-\$50,000 % | 100 | 60.68 | 39.32 | 5.61 | 3.32 | 32.81 | 20.32 | 11.62 | 9.29 | 7.82 | 4.24 | 1.26 | 0.83 | 0.72 | 0.61 | 0.86 | 0.70 |
| \$50,001-\$60,000 # | 20650 | 13713 | 6937 | 1107 | 606 | 8432 | 3917 | 2012 | 1405 | 1639 | 692 | 201 | 126 | 156 | 98 | 166 | 93 |
| \$50,001-\$60,000 % | 100 | 66.41 | 33.59 | 5.36 | 2.93 | 40.83 | 18.97 | 9.74 | 6.80 | 7.94 | 3.35 | 0.97 | 0.61 | 0.76 | 0.47 | 0.80 | 0.45 |
| \$60,001-\$70,000 # | 23047 | 15695 | 7352 | 1112 | 526 | 10593 | 4474 | 2019 | 1319 | 1479 | 772 | 169 | 81 | 162 | 79 | 161 | 101 |
| \$60,001-\$70,000 % | 100 | 68.10 | 31.90 | 4.82 | 2.28 | 45.96 | 19.41 | 8.76 | 5.72 | 6.42 | 3.35 | 0.73 | 0.35 | 0.70 | 0.34 | 0.70 | 0.44 |
| \$70,001-\$80,000 # | 26793 | 18906 | 7887 | 1157 | 555 | 13088 | 4759 | 2117 | 1455 | 1911 | 824 | 216 | 111 | 228 | 86 | 189 | 97 |
| \$70,001-\$80,000 % | 100 | 70.56 | 29.44 | 4.32 | 2.07 | 48.85 | 17.76 | 7.90 | 5.43 | 7.13 | 3.08 | 0.81 | 0.41 | 0.85 | 0.32 | 0.71 | 0.36 |
| \$80,001-\$90,000 # | 25038 | 17685 | 7353 | 1068 | 483 | 12826 | 4677 | 1636 | 1220 | 1701 | 722 | 159 | 108 | 160 | 61 | 135 | 82 |
| \$80,001-\$90,000 % | 100 | 70.63 | 29.37 | 4.27 | 1.93 | 51.23 | 18.68 | 6.53 | 4.87 | 6.79 | 2.88 | 0.64 | 0.43 | 0.64 | 0.24 | 0.54 | 0.33 |
| \$90,001-\$100,000 # | 17263 | 12443 | 4820 | 694 | 292 | 9380 | 3192 | 965 | 762 | 1081 | 454 | 105 | 39 | 118 | 44 | 100 | 37 |
| \$90,001-\$100,000 % | 100 | 72.08 | 27.92 | 4.02 | 1.69 | 54.34 | 18.49 | 5.59 | 4.41 | 6.26 | 2.63 | 0.61 | 0.23 | 0.68 | 0.25 | 0.58 | 0.21 |
| \$100,001-\$110,000 # | 17942 | 13945 | 3997 | 651 | 216 | 10856 | 2669 | 816 | 547 | 1381 | 479 | 78 | 28 | 87 | 30 | 76 | 28 |
| \$100,001-\$110,000 % | 100 | 77.72 | 22.28 | 3.63 | 1.20 | 60.51 | 14.88 | 4.55 | 3.05 | 7.70 | 2.67 | 0.43 | 0.16 | 0.48 | 0.17 | 0.42 | 0.16 |
| \$110,001-\$120,000 # | 5109 | 3775 | 1334 | 160 | 64 | 3089 | 955 | 246 | 186 | 206 | 112 | 26 | 3 | 30 | 5 | 18 | 9 |
| \$110,001-\$120,000 % | 100 | 73.89 | 26.11 | 3.13 | 1.25 | 60.46 | 18.69 | 4.82 | 3.64 | 4.03 | 2.19 | 0.51 | 0.06 | 0.59 | 0.10 | 0.35 | 0.18 |
| \$120,001-\$130,000 # | 5734 | 4422 | 1312 | 198 | 60 | 3712 | 944 | 214 | 175 | 236 | 103 | 18 | 9 | 24 | 9 | 20 | 12 |
| \$120,001-\$130,000 % | 100 | 77.12 | 22.88 | 3.45 | 1.05 | 64.74 | 16.46 | 3.73 | 3.05 | 4.12 | 1.80 | 0.31 | 0.16 | 0.42 | 0.16 | 0.35 | 0.21 |
| \$130,001-\$140,000 # | 3245 | 2539 | 706 | 85 | 38 | 2177 | 543 | 103 | 70 | 144 | 49 | 9 | 1 | 14 | 4 | 7 | 1 |
| \$130,001-\$140,000 % | 100 | 78.24 | 21.76 | 2.62 | 1.17 | 67.09 | 16.73 | 3.17 | 2.16 | 4.44 | 1.51 | 0.28 | 0.03 | 0.43 | 0.12 | 0.22 | 0.03 |
| \$140,001-\$150,000 # | 2972 | 2426 | 546 | 72 | 19 | 2140 | 427 | 58 | 52 | 131 | 37 | 12 | 4 | 11 | 6 | 2 | 1 |
| \$140,001-\$150,000 % | 100 | 81.63 | 18.37 | 2.42 | 0.64 | 72.01 | 14.37 | 1.95 | 1.75 | 4.41 | 1.24 | 0.40 | 0.13 | 0.37 | 0.20 | 0.07 | 0.03 |
| \$150,001-\$160,000 # | 138 | 111 | 27 | 8 | 1 | 91 | 25 | 3 | 1 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| \$150,001-\$160,000 % | 100 | 80.43 | 19.57 | 5.80 | 0.72 | 65.94 | 18.12 | 2.17 | 0.72 | 6.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$160,001-\$170,000 # | 118 | 104 | 14 | 4 | 0 | 83 | 13 | 9 | 0 | 7 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| \$160,001-\$170,000 % | 100 | 88.14 | 11.86 | 3.39 | 0.00 | 70.34 | 11.02 | 7.63 | 0.00 | 5.93 | 0.85 | 0.85 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$170,001-\$180,000 # | 392 | 358 | 34 | 7 | 1 | 320 | 30 | 9 | 2 | 16 | 1 | 2 | 0 | 2 | 0 | 2 | 0 |
| \$170,001-\$180,000 % | 100 | 91.33 | 8.67 | 1.79 | 0.26 | 81.63 | 7.65 | 2.30 | 0.51 | 4.08 | 0.26 | 0.51 | 0.00 | 0.51 | 0.00 | 0.51 | 0.00 |
| \$180,001 and Greater # | 50 | 48 | 2 | 0 | 0 | 44 | 2 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| \$180,001 and Greater % | 100 | 96.00 | 4.00 | 0.00 | 0.00 | 88.00 | 4.00 | 0.00 | 0.00 | 4.00 | 0.00 | 2.00 | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 |

Table A5T: SALARY - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Temporary Workforce # | 15930 | 7225 | 8705 | 662 | 1350 | 4130 | 3945 | 1090 | 1476 | 824 | 1307 | 213 | 273 | 111 | 112 | 195 | 242 |
| Temporary Workforce % | 100 | 45.35 | 54.65 | 4.16 | 8.47 | 25.93 | 24.76 | 6.84 | 9.27 | 5.17 | 8.20 | 1.34 | 1.71 | 0.70 | 0.70 | 1.22 | 1.52 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| Up to \$20,000 # | 64 | 44 | 20 | 0 | 1 | 38 | 16 | 2 | 0 | 4 | 2 | 0 | 0 | 0 | 1 | 0 | 0 |
| Up to \$20,000 % | 100 | 68.75 | 31.25 | 0.00 | 1.56 | 59.38 | 25.00 | 3.13 | 0.00 | 6.25 | 3.13 | 0.00 | 0.00 | 0.00 | 1.56 | 0.00 | 0.00 |
| \$20,001-\$30,000 # | 783 | 504 | 279 | 34 | 21 | 372 | 186 | 25 | 21 | 56 | 43 | 2 | 2 | 10 | 3 | 5 | 3 |
| \$20,001-\$30,000 % | 100 | 64.37 | 35.63 | 4.34 | 2.68 | 47.51 | 23.75 | 3.19 | 2.68 | 7.15 | 5.49 | 0.26 | 0.26 | 1.28 | 0.38 | 0.64 | 0.38 |
| \$30,001-\$40,000 # | 1114 | 488 | 626 | 37 | 63 | 319 | 306 | 60 | 105 | 47 | 106 | 7 | 15 | 12 | 14 | 6 | 17 |
| \$30,001-\$40,000 % | 100 | 43.81 | 56.19 | 3.32 | 5.66 | 28.64 | 27.47 | 5.39 | 9.43 | 4.22 | 9.52 | 0.63 | 1.35 | 1.08 | 1.26 | 0.54 | 1.53 |
| \$40,001-\$50,000 # | 367 | 168 | 199 | 8 | 16 | 108 | 110 | 30 | 38 | 14 | 27 | 2 | 5 | 4 | 2 | 2 | 1 |
| \$40,001-\$50,000 % | 100 | 45.78 | 54.22 | 2.18 | 4.36 | 29.43 | 29.97 | 8.17 | 10.35 | 3.81 | 7.36 | 0.54 | 1.36 | 1.09 | 0.54 | 0.54 | 0.27 |
| \$50,001-\$60,000 # | 358 | 192 | 166 | 10 | 14 | 121 | 108 | 35 | 14 | 20 | 22 | 3 | 5 | 3 | 2 | 0 | 1 |
| \$50,001-\$60,000 % | 100 | 53.63 | 46.37 | 2.79 | 3.91 | 33.80 | 30.17 | 9.78 | 3.91 | 5.59 | 6.15 | 0.84 | 1.40 | 0.84 | 0.56 | 0.00 | 0.28 |
| \$60,001-\$70,000 # | 302 | 180 | 122 | 13 | 9 | 110 | 87 | 28 | 9 | 22 | 10 | 2 | 2 | 2 | 1 | 3 | 4 |
| \$60,001-\$70,000 % | 100 | 59.60 | 40.40 | 4.30 | 2.98 | 36.42 | 28.81 | 9.27 | 2.98 | 7.28 | 3.31 | 0.66 | 0.66 | 0.66 | 0.33 | 0.99 | 1.32 |
| \$70,001-\$80,000 # | 247 | 153 | 94 | 2 | 6 | 111 | 61 | 15 | 15 | 12 | 6 | 2 | 2 | 4 | 1 | 7 | 3 |
| \$70,001-\$80,000 % | 100 | 61.94 | 38.06 | 0.81 | 2.43 | 44.94 | 24.70 | 6.07 | 6.07 | 4.86 | 2.43 | 0.81 | 0.81 | 1.62 | 0.40 | 2.83 | 1.21 |
| \$80,001-\$90,000 # | 296 | 186 | 110 | 10 | 4 | 143 | 85 | 14 | 10 | 10 | 7 | 4 | 2 | 4 | 0 | 1 | 2 |
| \$80,001-\$90,000 % | 100 | 62.84 | 37.16 | 3.38 | 1.35 | 48.31 | 28.72 | 4.73 | 3.38 | 3.38 | 2.36 | 1.35 | 0.68 | 1.35 | 0.00 | 0.34 | 0.68 |
| \$90,001-\$100,000 # | 189 | 146 | 43 | 3 | 1 | 122 | 34 | 7 | 3 | 11 | 3 | 0 | 1 | 0 | 0 | 3 | 1 |
| \$90,001-\$100,000 % | 100 | 77.25 | 22.75 | 1.59 | 0.53 | 64.55 | 17.99 | 3.70 | 1.59 | 5.82 | 1.59 | 0.00 | 0.53 | 0.00 | 0.00 | 1.59 | 0.53 |
| \$100,001-\$110,000 # | 189 | 130 | 59 | 4 | 4 | 110 | 46 | 4 | 3 | 8 | 4 | 2 | 0 | 1 | 2 | 1 | 0 |
| \$100,001-\$110,000 % | 100 | 68.78 | 31.22 | 2.12 | 2.12 | 58.20 | 24.34 | 2.12 | 1.59 | 4.23 | 2.12 | 1.06 | 0.00 | 0.53 | 1.06 | 0.53 | 0.00 |
| \$110,001-\$120,000 # | 114 | 91 | 23 | 3 | 1 | 82 | 19 | 3 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$110,001-\$120,000 % | 100 | 79.82 | 20.18 | 2.63 | 0.88 | 71.93 | 16.67 | 2.63 | 0.88 | 2.63 | 1.75 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$120,001-\$130,000 # | 106 | 77 | 29 | 1 | 0 | 74 | 25 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$120,001-\$130,000 % | 100 | 72.64 | 27.36 | 0.94 | 0.00 | 69.81 | 23.58 | 0.94 | 1.89 | 0.94 | 0.94 | 0.00 | 0.00 | 0.00 | 0.94 | 0.00 | 0.00 |
| \$130,001-\$140,000 # | 105 | 81 | 24 | 2 | 2 | 74 | 18 | 2 | 2 | 2 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| \$130,001-\$140,000 % | 100 | 77.14 | 22.86 | 1.90 | 1.90 | 70.48 | 17.14 | 1.90 | 1.90 | 1.90 | 1.90 | 0.00 | 0.00 | 0.95 | 0.00 | 0.00 | 0.00 |
| \$140,001-\$150,000 # | 100 | 83 | 17 | 1 | 0 | 78 | 16 | 0 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| \$140,001-\$150,000 % | 100 | 83.00 | 17.00 | 1.00 | 0.00 | 78.00 | 16.00 | 0.00 | 1.00 | 2.00 | 0.00 | 0.00 | 0.00 | 1.00 | 0.00 | 1.00 | 0.00 |
| \$150,001-\$160,000 # | 30 | 28 | 2 | 1 | 0 | 26 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Salary Range | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| \$150,001-\$160,000 % | 100 | 93.33 | 6.67 | 3.33 | 0.00 | 86.67 | 6.67 | 0.00 | 0.00 | 3.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$160,001-\$170,000 # | 14 | 11 | 3 | 0 | 0 | 10 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| \$160,001-\$170,000 % | 100 | 78.57 | 21.43 | 0.00 | 0.00 | 71.43 | 14.29 | 0.00 | 7.14 | 0.00 | 0.00 | 0.00 | 0.00 | 7.14 | 0.00 | 0.00 | 0.00 |
| \$170,001-\$180,000 # | 57 | 35 | 22 | 1 | 2 | 32 | 20 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| \$170,001-\$180,000 % | 100 | 61.40 | 38.60 | 1.75 | 3.51 | 56.14 | 35.09 | 0.00 | 0.00 | 1.75 | 0.00 | 0.00 | 0.00 | 1.75 | 0.00 | 0.00 | 0.00 |
| \$180,001 and Greater # | 261 | 189 | 72 | 6 | 3 | 170 | 60 | 7 | 5 | 4 | 2 | 0 | 0 | 1 | 1 | 1 | 1 |
| \$180,001 and Greater % | 100 | 72.41 | 27.59 | 2.30 | 1.15 | 65.13 | 22.99 | 2.68 | 1.92 | 1.53 | 0.77 | 0.00 | 0.00 | 0.38 | 0.38 | 0.38 | 0.38 |

Table A6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| MISC. ADMINISTRATION/PROGRAM (0301) # | 5359 | 3342 | 2017 | 223 | 175 | 2502 | 1296 | 335 | 355 | 162 | 109 | 27 | 37 | 51 | 18 | 42 | 27 |
| MISC. ADMINISTRATION/PROGRAM (0301) % | 100 | 62.36 | 37.64 | 4.16 | 3.27 | 46.69 | 24.18 | 6.25 | 6.62 | 3.02 | 2.03 | 0.50 | 0.69 | 0.95 | 0.34 | 0.78 | 0.50 |
| Occupational CLF % | 100 | 36.83 | 63.17 | 2.84 | 5.7 | 27.4 | 44.05 | 3.44 | 8.76 | 2.56 | 3.62 | 0.02 | 0.05 | 0.33 | 0.61 | 0.24 | 0.38 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 465 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 62.36 | 37.64 | 4.16 | 3.27 | 46.69 | 24.18 | 6.25 | 6.62 | 3.02 | 2.03 | 0.5 | 0.69 | 0.95 | 0.34 | 0.78 | 0.5 |
| Internal Applications # | 14177 | 9266 | 4911 | 1272 | 642 | 5078 | 2162 | 1721 | 1540 | 777 | 323 | 129 | 52 | 159 | 64 | 130 | 128 |
| Internal Applications % | 100 | 65.36 | 34.64 | 8.97 | 4.53 | 35.82 | 15.25 | 12.14 | 10.86 | 5.48 | 2.28 | 0.91 | 0.37 | 1.12 | 0.45 | 0.92 | 0.90 |
| Qualified Internal Applicants # | 6484 | 4429 | 2055 | 567 | 248 | 2491 | 895 | 791 | 670 | 385 | 146 | 60 | 18 | 78 | 26 | 57 | 52 |
| Qualified Internal Applicants % | 100 | 68.31 | 31.69 | 8.74 | 3.82 | 38.42 | 13.80 | 12.20 | 10.33 | 5.94 | 2.25 | 0.93 | 0.28 | 1.20 | 0.40 | 0.88 | 0.80 |
| Referred Applicants # | 6484 | 4429 | 2055 | 567 | 248 | 2491 | 895 | 791 | 670 | 385 | 146 | 60 | 18 | 78 | 26 | 57 | 52 |
| Referred Applicants % | 100 | 68.31 | 31.69 | 8.74 | 3.82 | 38.42 | 13.80 | 12.20 | 10.33 | 5.94 | 2.25 | 0.93 | 0.28 | 1.20 | 0.40 | 0.88 | 0.80 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 360 | 230 | 130 | 16 | 15 | 161 | 86 | 33 | 21 | 9 | 4 | 1 | 2 | 5 | 0 | 5 | 2 |
| Internal Selections % | 100 | 63.89 | 36.11 | 4.44 | 4.17 | 44.72 | 23.89 | 9.17 | 5.83 | 2.50 | 1.11 | 0.28 | 0.56 | 1.39 | 0.00 | 1.39 | 0.56 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 53 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 2846 | 1340 | 1506 | 166 | 195 | 663 | 495 | 327 | 644 | 120 | 108 | 22 | 21 | 19 | 12 | 23 | 31 |
| Voluntarily Identified Applicants % | 100 | 47.08 | 52.92 | 5.83 | 6.85 | 23.30 | 17.39 | 11.49 | 22.63 | 4.22 | 3.79 | 0.77 | 0.74 | 0.67 | 0.42 | 0.81 | 1.09 |
| Qualified External Applicants # | 1647 | 639 | 1008 | 76 | 128 | 301 | 331 | 158 | 435 | 72 | 78 | 13 | 13 | 3 | 5 | 16 | 18 |
| Qualified External Applicants % | 100 | 38.80 | 61.20 | 4.61 | 7.77 | 18.28 | 20.10 | 9.59 | 26.41 | 4.37 | 4.74 | 0.79 | 0.79 | 0.18 | 0.30 | 0.97 | 1.09 |
| Referred Applicants # | 1647 | 639 | 1008 | 76 | 128 | 301 | 331 | 158 | 435 | 72 | 78 | 13 | 13 | 3 | 5 | 16 | 18 |
| Referred Applicants % | 100 | 38.80 | 61.20 | 4.61 | 7.77 | 18.28 | 20.10 | 9.59 | 26.41 | 4.37 | 4.74 | 0.79 | 0.79 | 0.18 | 0.30 | 0.97 | 1.09 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 45 | 30 | 15 | 2 | 0 | 17 | 10 | 7 | 2 | 2 | 2 | 0 | 0 | 1 | 0 | 1 | 1 |
| External Selections % | 100 | 66.67 | 33.33 | 4.44 | 0.00 | 37.78 | 22.22 | 15.56 | 4.44 | 4.44 | 4.44 | 0.00 | 0.00 | 2.22 | 0.00 | 2.22 | 2.22 |
| MANAGEMENT PROGRAM ANALYSIS (0343) # | 11815 | 5968 | 5847 | 372 | 404 | 4311 | 3753 | 728 | 1015 | 384 | 453 | 56 | 99 | 66 | 52 | 51 | 71 |
| MANAGEMENT PROGRAM ANALYSIS (0343) % | 100 | 50.51 | 49.49 | 3.15 | 3.42 | 36.49 | 31.76 | 6.16 | 8.59 | 3.25 | 3.83 | 0.47 | 0.84 | 0.56 | 0.44 | 0.43 | 0.60 |
| Occupational CLF % | 100 | 58.43 | 41.57 | 2.44 | 2.12 | 49.12 | 32.69 | 2.92 | 3.73 | 3.34 | 2.46 | 0.02 | 0.04 | 0.31 | 0.3 | 0.27 | 0.23 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 759 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 50.51 | 49.49 | 3.15 | 3.42 | 36.49 | 31.76 | 6.16 | 8.59 | 3.25 | 3.83 | 0.47 | 0.84 | 0.56 | 0.44 | 0.43 | 0.6 |
| Internal Applications # | 28130 | 16812 | 11318 | 2266 | 1488 | 8296 | 4330 | 3786 | 3988 | 1851 | 870 | 207 | 207 | 196 | 165 | 210 | 270 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Internal Applications % | 100 | 59.77 | 40.23 | 8.06 | 5.29 | 29.49 | 15.39 | 13.46 | 14.18 | 6.58 | 3.09 | 0.74 | 0.74 | 0.70 | 0.59 | 0.75 | 0.96 |
| Qualified Internal Applicants # | 12619 | 7685 | 4934 | 1007 | 609 | 4104 | 2028 | 1597 | 1663 | 746 | 383 | 71 | 79 | 84 | 71 | 76 | 101 |
| Qualified Internal Applicants % | 100 | 60.90 | 39.10 | 7.98 | 4.83 | 32.52 | 16.07 | 12.66 | 13.18 | 5.91 | 3.04 | 0.56 | 0.63 | 0.67 | 0.56 | 0.60 | 0.80 |
| Referred Applicants # | 12619 | 7685 | 4934 | 1007 | 609 | 4104 | 2028 | 1597 | 1663 | 746 | 383 | 71 | 79 | 84 | 71 | 76 | 101 |
| Referred Applicants % | 100 | 60.90 | 39.10 | 7.98 | 4.83 | 32.52 | 16.07 | 12.66 | 13.18 | 5.91 | 3.04 | 0.56 | 0.63 | 0.67 | 0.56 | 0.60 | 0.80 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 665 | 337 | 328 | 29 | 34 | 215 | 181 | 55 | 68 | 27 | 25 | 5 | 6 | 3 | 6 | 3 | 8 |
| Internal Selections % | 100 | 50.68 | 49.32 | 4.36 | 5.11 | 32.33 | 27.22 | 8.27 | 10.23 | 4.06 | 3.76 | 0.75 | 0.90 | 0.45 | 0.90 | 0.45 | 1.20 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 53 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 4139 | 2209 | 1930 | 254 | 210 | 1130 | 705 | 508 | 798 | 236 | 126 | 20 | 32 | 35 | 29 | 26 | 30 |
| Voluntarily Identified Applicants % | 100 | 53.37 | 46.63 | 6.14 | 5.07 | 27.30 | 17.03 | 12.27 | 19.28 | 5.70 | 3.04 | 0.48 | 0.77 | 0.85 | 0.70 | 0.63 | 0.72 |
| Qualified External Applicants # | 1886 | 925 | 961 | 93 | 89 | 488 | 373 | 200 | 394 | 113 | 68 | 8 | 12 | 12 | 12 | 11 | 13 |
| Qualified External Applicants % | 100 | 49.05 | 50.95 | 4.93 | 4.72 | 25.87 | 19.78 | 10.60 | 20.89 | 5.99 | 3.61 | 0.42 | 0.64 | 0.64 | 0.64 | 0.58 | 0.69 |
| Referred Applicants # | 1886 | 925 | 961 | 93 | 89 | 488 | 373 | 200 | 394 | 113 | 68 | 8 | 12 | 12 | 12 | 11 | 13 |
| Referred Applicants % | 100 | 49.05 | 50.95 | 4.93 | 4.72 | 25.87 | 19.78 | 10.60 | 20.89 | 5.99 | 3.61 | 0.42 | 0.64 | 0.64 | 0.64 | 0.58 | 0.69 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 55 | 30 | 25 | 6 | 2 | 16 | 10 | 3 | 8 | 4 | 3 | 0 | 1 | 1 | 0 | 0 | 1 |
| External Selections % | 100 | 54.55 | 45.45 | 10.91 | 3.64 | 29.09 | 18.18 | 5.45 | 14.55 | 7.27 | 5.45 | 0.00 | 1.82 | 1.82 | 0.00 | 0.00 | 1.82 |
| LOGISTICS MANAGEMENT (0346) # | 6721 | 4663 | 2058 | 294 | 172 | 3307 | 1340 | 638 | 384 | 319 | 119 | 34 | 6 | 38 | 25 | 33 | 12 |
| LOGISTICS MANAGEMENT (0346) % | 100 | 69.38 | 30.62 | 4.37 | 2.56 | 49.20 | 19.94 | 9.49 | 5.71 | 4.75 | 1.77 | 0.51 | 0.09 | 0.57 | 0.37 | 0.49 | 0.18 |
| Occupational CLF % | 100 | 65.3 | 34.7 | 5.06 | 2.85 | 46.44 | 24.18 | 9.97 | 5.28 | 2.64 | 1.44 | 0.31 | 0.12 | 0.69 | 0.5 | 0.2 | 0.33 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 219 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 69.38 | 30.62 | 4.37 | 2.56 | 49.2 | 19.94 | 9.49 | 5.71 | 4.75 | 1.77 | 0.51 | 0.09 | 0.57 | 0.37 | 0.49 | 0.18 |
| Internal Applications # | 10181 | 7801 | 2380 | 1114 | 322 | 3492 | 884 | 2242 | 885 | 701 | 203 | 86 | 9 | 99 | 15 | 67 | 62 |
| Internal Applications % | 100 | 76.62 | 23.38 | 10.94 | 3.16 | 34.30 | 8.68 | 22.02 | 8.69 | 6.89 | 1.99 | 0.84 | 0.09 | 0.97 | 0.15 | 0.66 | 0.61 |
| Qualified Internal Applicants # | 4671 | 3674 | 997 | 503 | 107 | 1726 | 390 | 961 | 380 | 363 | 92 | 41 | 5 | 51 | 2 | 29 | 21 |
| Qualified Internal Applicants % | 100 | 78.66 | 21.34 | 10.77 | 2.29 | 36.95 | 8.35 | 20.57 | 8.14 | 7.77 | 1.97 | 0.88 | 0.11 | 1.09 | 0.04 | 0.62 | 0.45 |
| Referred Applicants # | 4671 | 3674 | 997 | 503 | 107 | 1726 | 390 | 961 | 380 | 363 | 92 | 41 | 5 | 51 | 2 | 29 | 21 |
| Referred Applicants % | 100 | 78.66 | 21.34 | 10.77 | 2.29 | 36.95 | 8.35 | 20.57 | 8.14 | 7.77 | 1.97 | 0.88 | 0.11 | 1.09 | 0.04 | 0.62 | 0.45 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 261 | 190 | 71 | 23 | 6 | 113 | 41 | 27 | 18 | 20 | 5 | 1 | 0 | 3 | 0 | 3 | 1 |
| Internal Selections % | 100 | 72.80 | 27.20 | 8.81 | 2.30 | 43.30 | 15.71 | 10.34 | 6.90 | 7.66 | 1.92 | 0.38 | 0.00 | 1.15 | 0.00 | 1.15 | 0.38 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 25 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 1483 | 1059 | 424 | 137 | 44 | 436 | 149 | 380 | 199 | 62 | 17 | 14 | 4 | 22 | 4 | 8 | 7 |
| Voluntarily Identified Applicants % | 100 | 71.41 | 28.59 | 9.24 | 2.97 | 29.40 | 10.05 | 25.62 | 13.42 | 4.18 | 1.15 | 0.94 | 0.27 | 1.48 | 0.27 | 0.54 | 0.47 |
| Qualified External Applicants # | 720 | 492 | 228 | 54 | 26 | 226 | 97 | 163 | 85 | 30 | 11 | 1 | 2 | 13 | 3 | 5 | 4 |
| Qualified External Applicants % | 100 | 68.33 | 31.67 | 7.50 | 3.61 | 31.39 | 13.47 | 22.64 | 11.81 | 4.17 | 1.53 | 0.14 | 0.28 | 1.81 | 0.42 | 0.69 | 0.56 |
| Referred Applicants # | 720 | 492 | 228 | 54 | 26 | 226 | 97 | 163 | 85 | 30 | 11 | 1 | 2 | 13 | 3 | 5 | 4 |
| Referred Applicants % | 100 | 68.33 | 31.67 | 7.50 | 3.61 | 31.39 | 13.47 | 22.64 | 11.81 | 4.17 | 1.53 | 0.14 | 0.28 | 1.81 | 0.42 | 0.69 | 0.56 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 17 | 14 | 3 | 1 | 0 | 7 | 1 | 4 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| External Selections % | 100 | 82.35 | 17.65 | 5.88 | 0.00 | 41.18 | 5.88 | 23.53 | 11.76 | 0.00 | 0.00 | 0.00 | 0.00 | 11.76 | 0.00 | 0.00 | 0.00 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) # | 6289 | 2154 | 4135 | 150 | 279 | 1268 | 2287 | 435 | 987 | 244 | 440 | 22 | 52 | 17 | 46 | 18 | 44 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) % | 100 | 34.25 | 65.75 | 2.39 | 4.44 | 20.16 | 36.37 | 6.92 | 15.69 | 3.88 | 7.00 | 0.35 | 0.83 | 0.27 | 0.73 | 0.29 | 0.70 |
| Occupational CLF % | 100 | 43.59 | 56.41 | 3.77 | 5.74 | 32.92 | 38.92 | 4.56 | 7.52 | 1.6 | 3.15 | 0 | 0.07 | 0.33 | 0.85 | 0.4 | 0.16 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 322 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 34.25 | 65.75 | 2.39 | 4.44 | 20.16 | 36.37 | 6.92 | 15.69 | 3.88 | 7 | 0.35 | 0.83 | 0.27 | 0.73 | 0.29 | 0.7 |
| Internal Applications # | 9842 | 4500 | 5342 | 603 | 701 | 1974 | 1804 | 1157 | 1915 | 615 | 711 | 60 | 81 | 33 | 39 | 58 | 91 |
| Internal Applications % | 100 | 45.72 | 54.28 | 6.13 | 7.12 | 20.06 | 18.33 | 11.76 | 19.46 | 6.25 | 7.22 | 0.61 | 0.82 | 0.34 | 0.40 | 0.59 | 0.92 |
| Qualified Internal Applicants # | 5710 | 2640 | 3070 | 358 | 390 | 1175 | 1042 | 663 | 1069 | 366 | 452 | 37 | 53 | 17 | 18 | 24 | 46 |
| Qualified Internal Applicants % | 100 | 46.23 | 53.77 | 6.27 | 6.83 | 20.58 | 18.25 | 11.61 | 18.72 | 6.41 | 7.92 | 0.65 | 0.93 | 0.30 | 0.32 | 0.42 | 0.81 |
| Referred Applicants # | 5710 | 2640 | 3070 | 358 | 390 | 1175 | 1042 | 663 | 1069 | 366 | 452 | 37 | 53 | 17 | 18 | 24 | 46 |
| Referred Applicants % | 100 | 46.23 | 53.77 | 6.27 | 6.83 | 20.58 | 18.25 | 11.61 | 18.72 | 6.41 | 7.92 | 0.65 | 0.93 | 0.30 | 0.32 | 0.42 | 0.81 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 294 | 107 | 187 | 14 | 23 | 52 | 82 | 20 | 51 | 18 | 26 | 2 | 3 | 1 | 0 | 0 | 2 |
| Internal Selections % | 100 | 36.39 | 63.61 | 4.76 | 7.82 | 17.69 | 27.89 | 6.80 | 17.35 | 6.12 | 8.84 | 0.68 | 1.02 | 0.34 | 0.00 | 0.00 | 0.68 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 50 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 2541 | 1066 | 1475 | 121 | 150 | 460 | 480 | 303 | 637 | 155 | 161 | 7 | 9 | 6 | 15 | 14 | 23 |
| Voluntarily Identified Applicants % | 100 | 41.95 | 58.05 | 4.76 | 5.90 | 18.10 | 18.89 | 11.92 | 25.07 | 6.10 | 6.34 | 0.28 | 0.35 | 0.24 | 0.59 | 0.55 | 0.91 |
| Qualified External Applicants # | 1654 | 662 | 992 | 75 | 93 | 284 | 332 | 198 | 417 | 90 | 121 | 5 | 6 | 3 | 10 | 7 | 13 |
| Qualified External Applicants % | 100 | 40.02 | 59.98 | 4.53 | 5.62 | 17.17 | 20.07 | 11.97 | 25.21 | 5.44 | 7.32 | 0.30 | 0.36 | 0.18 | 0.60 | 0.42 | 0.79 |
| Referred Applicants # | 1654 | 662 | 992 | 75 | 93 | 284 | 332 | 198 | 417 | 90 | 121 | 5 | 6 | 3 | 10 | 7 | 13 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

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| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Referred Applicants % | 100 | 40.02 | 59.98 | 4.53 | 5.62 | 17.17 | 20.07 | 11.97 | 25.21 | 5.44 | 7.32 | 0.30 | 0.36 | 0.18 | 0.60 | 0.42 | 0.79 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 64 | 25 | 39 | 2 | 5 | 11 | 16 | 6 | 12 | 4 | 6 | 0 | 0 | 1 | 0 | 1 | 0 |
| External Selections % | 100 | 39.06 | 60.94 | 3.13 | 7.81 | 17.19 | 25.00 | 9.38 | 18.75 | 6.25 | 9.38 | 0.00 | 0.00 | 1.56 | 0.00 | 1.56 | 0.00 |
| GENERAL ENGINEERING (0801) # | 6453 | 5304 | 1149 | 259 | 64 | 4170 | 810 | 248 | 97 | 546 | 162 | 16 | 2 | 25 | 7 | 40 | 7 |
| GENERAL ENGINEERING (0801) % | 100 | 82.19 | 17.81 | 4.01 | 0.99 | 64.62 | 12.55 | 3.84 | 1.50 | 8.46 | 2.51 | 0.25 | 0.03 | 0.39 | 0.11 | 0.62 | 0.11 |
| Occupational CLF % | 100 | 88.46 | 11.54 | 4.07 | 0.7 | 70.99 | 7.93 | 3.38 | 0.91 | 9.11 | 1.81 | 0.06 | 0.02 | 0.51 | 0.1 | 0.35 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 246 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 82.19 | 17.81 | 4.01 | 0.99 | 64.62 | 12.55 | 3.84 | 1.5 | 8.46 | 2.51 | 0.25 | 0.03 | 0.39 | 0.11 | 0.62 | 0.11 |
| Internal Applications # | 3013 | 2622 | 391 | 338 | 48 | 1433 | 190 | 247 | 62 | 535 | 83 | 17 | 1 | 27 | 2 | 25 | 5 |
| Internal Applications % | 100 | 87.02 | 12.98 | 11.22 | 1.59 | 47.56 | 6.31 | 8.20 | 2.06 | 17.76 | 2.75 | 0.56 | 0.03 | 0.90 | 0.07 | 0.83 | 0.17 |
| Qualified Internal Applicants # | 1294 | 1136 | 158 | 146 | 15 | 661 | 100 | 74 | 15 | 237 | 22 | 3 | 1 | 6 | 1 | 9 | 4 |
| Qualified Internal Applicants % | 100 | 87.79 | 12.21 | 11.28 | 1.16 | 51.08 | 7.73 | 5.72 | 1.16 | 18.32 | 1.70 | 0.23 | 0.08 | 0.46 | 0.08 | 0.70 | 0.31 |
| Referred Applicants # | 1294 | 1136 | 158 | 146 | 15 | 661 | 100 | 74 | 15 | 237 | 22 | 3 | 1 | 6 | 1 | 9 | 4 |
| Referred Applicants % | 100 | 87.79 | 12.21 | 11.28 | 1.16 | 51.08 | 7.73 | 5.72 | 1.16 | 18.32 | 1.70 | 0.23 | 0.08 | 0.46 | 0.08 | 0.70 | 0.31 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 144 | 117 | 27 | 13 | 1 | 77 | 19 | 3 | 1 | 23 | 4 | 0 | 0 | 0 | 1 | 1 | 1 |
| Internal Selections % | 100 | 81.25 | 18.75 | 9.03 | 0.69 | 53.47 | 13.19 | 2.08 | 0.69 | 15.97 | 2.78 | 0.00 | 0.00 | 0.00 | 0.69 | 0.69 | 0.69 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 35 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 522 | 442 | 80 | 46 | 7 | 232 | 33 | 58 | 24 | 92 | 15 | 5 | 0 | 2 | 1 | 7 | 0 |
| Voluntarily Identified Applicants % | 100 | 84.67 | 15.33 | 8.81 | 1.34 | 44.44 | 6.32 | 11.11 | 4.60 | 17.62 | 2.87 | 0.96 | 0.00 | 0.38 | 0.19 | 1.34 | 0.00 |
| Qualified External Applicants # | 186 | 154 | 32 | 14 | 2 | 81 | 13 | 13 | 8 | 40 | 8 | 1 | 0 | 1 | 1 | 4 | 0 |
| Qualified External Applicants % | 100 | 82.80 | 17.20 | 7.53 | 1.08 | 43.55 | 6.99 | 6.99 | 4.30 | 21.51 | 4.30 | 0.54 | 0.00 | 0.54 | 0.54 | 2.15 | 0.00 |
| Referred Applicants # | 186 | 154 | 32 | 14 | 2 | 81 | 13 | 13 | 8 | 40 | 8 | 1 | 0 | 1 | 1 | 4 | 0 |
| Referred Applicants % | 100 | 82.80 | 17.20 | 7.53 | 1.08 | 43.55 | 6.99 | 6.99 | 4.30 | 21.51 | 4.30 | 0.54 | 0.00 | 0.54 | 0.54 | 2.15 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 20 | 14 | 6 | 1 | 0 | 10 | 3 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| External Selections % | 100 | 70.00 | 30.00 | 5.00 | 0.00 | 50.00 | 15.00 | 0.00 | 5.00 | 15.00 | 5.00 | 0.00 | 0.00 | 0.00 | 5.00 | 0.00 | 0.00 |
| ENGINEERING TECHNICIAN (0802) # | 7358 | 6771 | 587 | 331 | 37 | 5333 | 415 | 500 | 74 | 408 | 36 | 67 | 8 | 83 | 7 | 49 | 10 |
| ENGINEERING TECHNICIAN (0802) % | 100 | 92.02 | 7.98 | 4.50 | 0.50 | 72.48 | 5.64 | 6.80 | 1.01 | 5.54 | 0.49 | 0.91 | 0.11 | 1.13 | 0.10 | 0.67 | 0.14 |
| Occupational CLF % | 100 | 90.99 | 9.01 | 7.85 | 1.75 | 68.6 | 2.36 | 7.6 | 2.43 | 5.49 | 2.08 | 0.11 | 0.02 | 0.9 | 0.21 | 0.44 | 0.16 |

DOD Department of the Navy

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| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 285 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 92.02 | 7.98 | 4.5 | 0.5 | 72.48 | 5.64 | 6.8 | 1.01 | 5.54 | 0.49 | 0.91 | 0.11 | 1.13 | 0.1 | 0.67 | 0.14 |
| Internal Applications # | 4902 | 4397 | 505 | 519 | 50 | 2513 | 253 | 846 | 139 | 343 | 43 | 57 | 6 | 77 | 5 | 42 | 9 |
| Internal Applications % | 100 | 89.70 | 10.30 | 10.59 | 1.02 | 51.26 | 5.16 | 17.26 | 2.84 | 7.00 | 0.88 | 1.16 | 0.12 | 1.57 | 0.10 | 0.86 | 0.18 |
| Qualified Internal Applicants # | 2105 | 1934 | 171 | 252 | 18 | 1109 | 90 | 337 | 48 | 149 | 9 | 27 | 0 | 43 | 4 | 17 | 2 |
| Qualified Internal Applicants % | 100 | 91.88 | 8.12 | 11.97 | 0.86 | 52.68 | 4.28 | 16.01 | 2.28 | 7.08 | 0.43 | 1.28 | 0.00 | 2.04 | 0.19 | 0.81 | 0.10 |
| Referred Applicants # | 2105 | 1934 | 171 | 252 | 18 | 1109 | 90 | 337 | 48 | 149 | 9 | 27 | 0 | 43 | 4 | 17 | 2 |
| Referred Applicants % | 100 | 91.88 | 8.12 | 11.97 | 0.86 | 52.68 | 4.28 | 16.01 | 2.28 | 7.08 | 0.43 | 1.28 | 0.00 | 2.04 | 0.19 | 0.81 | 0.10 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 |
| Internal Selections # | 185 | 167 | 18 | 18 | 1 | 111 | 13 | 21 | 2 | 12 | 2 | 2 | 0 | 3 | 0 | 0 | 0 |
| Internal Selections % | 100 | 90.27 | 9.73 | 9.73 | 0.54 | 60.00 | 7.03 | 11.35 | 1.08 | 6.49 | 1.08 | 1.08 | 0.00 | 1.62 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 42 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 1259 | 1155 | 104 | 136 | 17 | 616 | 41 | 225 | 24 | 127 | 16 | 20 | 4 | 17 | 1 | 14 | 1 |
| Voluntarily Identified Applicants % | 100 | 91.74 | 8.26 | 10.80 | 1.35 | 48.93 | 3.26 | 17.87 | 1.91 | 10.09 | 1.27 | 1.59 | 0.32 | 1.35 | 0.08 | 1.11 | 0.08 |
| Qualified External Applicants # | 691 | 640 | 51 | 67 | 11 | 346 | 21 | 134 | 11 | 71 | 6 | 8 | 2 | 10 | 0 | 4 | 0 |
| Qualified External Applicants % | 100 | 92.62 | 7.38 | 9.70 | 1.59 | 50.07 | 3.04 | 19.39 | 1.59 | 10.27 | 0.87 | 1.16 | 0.29 | 1.45 | 0.00 | 0.58 | 0.00 |
| Referred Applicants # | 691 | 640 | 51 | 67 | 11 | 346 | 21 | 134 | 11 | 71 | 6 | 8 | 2 | 10 | 0 | 4 | 0 |
| Referred Applicants % | 100 | 92.62 | 7.38 | 9.70 | 1.59 | 50.07 | 3.04 | 19.39 | 1.59 | 10.27 | 0.87 | 1.16 | 0.29 | 1.45 | 0.00 | 0.58 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 34 | 31 | 3 | 3 | 2 | 17 | 1 | 3 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 2 | 0 |
| External Selections % | 100 | 91.18 | 8.82 | 8.82 | 5.88 | 50.00 | 2.94 | 8.82 | 0.00 | 8.82 | 0.00 | 8.82 | 0.00 | 0.00 | 0.00 | 5.88 | 0.00 |
| MECHANICAL ENGINEERING (0830) # | 8314 | 7233 | 1081 | 442 | 114 | 5637 | 737 | 219 | 66 | 808 | 142 | 24 | 5 | 48 | 8 | 55 | 9 |
| MECHANICAL ENGINEERING (0830) % | 100 | 87.00 | 13.00 | 5.32 | 1.37 | 67.80 | 8.86 | 2.63 | 0.79 | 9.72 | 1.71 | 0.29 | 0.06 | 0.58 | 0.10 | 0.66 | 0.11 |
| Occupational CLF % | 100 | 87.41 | 12.59 | 4.83 | 0.92 | 69.4 | 9.41 | 2.77 | 0.64 | 9.24 | 1.38 | 0.29 | 0.06 | 0.39 | 0.09 | 0.49 | 0.09 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 77 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 87 | 13 | 5.32 | 1.37 | 67.8 | 8.86 | 2.63 | 0.79 | 9.72 | 1.71 | 0.29 | 0.06 | 0.58 | 0.1 | 0.66 | 0.11 |
| Internal Applications # | 1530 | 1357 | 173 | 186 | 42 | 729 | 84 | 155 | 13 | 262 | 33 | 5 | 0 | 11 | 1 | 9 | 0 |
| Internal Applications % | 100 | 88.69 | 11.31 | 12.16 | 2.75 | 47.65 | 5.49 | 10.13 | 0.85 | 17.12 | 2.16 | 0.33 | 0.00 | 0.72 | 0.07 | 0.59 | 0.00 |
| Qualified Internal Applicants # | 543 | 473 | 70 | 71 | 15 | 271 | 33 | 33 | 4 | 94 | 18 | 0 | 0 | 2 | 0 | 2 | 0 |
| Qualified Internal Applicants % | 100 | 87.11 | 12.89 | 13.08 | 2.76 | 49.91 | 6.08 | 6.08 | 0.74 | 17.31 | 3.31 | 0.00 | 0.00 | 0.37 | 0.00 | 0.37 | 0.00 |
| Referred Applicants # | 543 | 473 | 70 | 71 | 15 | 271 | 33 | 33 | 4 | 94 | 18 | 0 | 0 | 2 | 0 | 2 | 0 |
| Referred Applicants % | 100 | 87.11 | 12.89 | 13.08 | 2.76 | 49.91 | 6.08 | 6.08 | 0.74 | 17.31 | 3.31 | 0.00 | 0.00 | 0.37 | 0.00 | 0.37 | 0.00 |

DOD Department of the Navy

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| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 77 | 60 | 17 | 9 | 3 | 43 | 8 | 2 | 0 | 6 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 77.92 | 22.08 | 11.69 | 3.90 | 55.84 | 10.39 | 2.60 | 0.00 | 7.79 | 7.79 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 20 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 371 | 329 | 42 | 59 | 5 | 157 | 23 | 42 | 11 | 68 | 3 | 0 | 0 | 2 | 0 | 1 | 0 |
| Voluntarily Identified Applicants % | 100 | 88.68 | 11.32 | 15.90 | 1.35 | 42.32 | 6.20 | 11.32 | 2.96 | 18.33 | 0.81 | 0.00 | 0.00 | 0.54 | 0.00 | 0.27 | 0.00 |
| Qualified External Applicants # | 131 | 117 | 14 | 19 | 2 | 64 | 9 | 10 | 3 | 22 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Qualified External Applicants % | 100 | 89.31 | 10.69 | 14.50 | 1.53 | 48.85 | 6.87 | 7.63 | 2.29 | 16.79 | 0.00 | 0.00 | 0.00 | 0.76 | 0.00 | 0.76 | 0.00 |
| Referred Applicants # | 131 | 117 | 14 | 19 | 2 | 64 | 9 | 10 | 3 | 22 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Referred Applicants % | 100 | 89.31 | 10.69 | 14.50 | 1.53 | 48.85 | 6.87 | 7.63 | 2.29 | 16.79 | 0.00 | 0.00 | 0.00 | 0.76 | 0.00 | 0.76 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 8 | 6 | 2 | 0 | 0 | 4 | 1 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 75.00 | 25.00 | 0.00 | 0.00 | 50.00 | 12.50 | 0.00 | 12.50 | 25.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| ELECTRONICS ENGINEERING (0855) # | 7430 | 6510 | 920 | 510 | 76 | 4263 | 446 | 368 | 121 | 1257 | 254 | 44 | 6 | 32 | 9 | 36 | 8 |
| ELECTRONICS ENGINEERING (0855) % | 100 | 87.62 | 12.38 | 6.86 | 1.02 | 57.38 | 6.00 | 4.95 | 1.63 | 16.92 | 3.42 | 0.59 | 0.08 | 0.43 | 0.12 | 0.48 | 0.11 |
| Occupational CLF % | 100 | 91.29 | 8.71 | 4.81 | 0.69 | 71.1 | 5.51 | 4.29 | 0.9 | 10.2 | 1.47 | 0.05 | 0.01 | 0.5 | 0.06 | 0.35 | 0.07 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 22 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 87.62 | 12.38 | 6.86 | 1.02 | 57.38 | 6 | 4.95 | 1.63 | 16.92 | 3.42 | 0.59 | 0.08 | 0.43 | 0.12 | 0.48 | 0.11 |
| Internal Applications # | 470 | 410 | 60 | 46 | 12 | 190 | 30 | 42 | 6 | 125 | 10 | 3 | 2 | 0 | 0 | 4 | 0 |
| Internal Applications % | 100 | 87.23 | 12.77 | 9.79 | 2.55 | 40.43 | 6.38 | 8.94 | 1.28 | 26.60 | 2.13 | 0.64 | 0.43 | 0.00 | 0.00 | 0.85 | 0.00 |
| Qualified Internal Applicants # | 178 | 153 | 25 | 16 | 5 | 78 | 14 | 9 | 1 | 46 | 4 | 2 | 1 | 0 | 0 | 2 | 0 |
| Qualified Internal Applicants % | 100 | 85.96 | 14.04 | 8.99 | 2.81 | 43.82 | 7.87 | 5.06 | 0.56 | 25.84 | 2.25 | 1.12 | 0.56 | 0.00 | 0.00 | 1.12 | 0.00 |
| Referred Applicants # | 178 | 153 | 25 | 16 | 5 | 78 | 14 | 9 | 1 | 46 | 4 | 2 | 1 | 0 | 0 | 2 | 0 |
| Referred Applicants % | 100 | 85.96 | 14.04 | 8.99 | 2.81 | 43.82 | 7.87 | 5.06 | 0.56 | 25.84 | 2.25 | 1.12 | 0.56 | 0.00 | 0.00 | 1.12 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 18 | 13 | 5 | 3 | 0 | 7 | 3 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 72.22 | 27.78 | 16.67 | 0.00 | 38.89 | 16.67 | 0.00 | 0.00 | 11.11 | 11.11 | 5.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 9 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 301 | 265 | 36 | 39 | 2 | 113 | 23 | 29 | 7 | 76 | 3 | 1 | 0 | 1 | 1 | 6 | 0 |
| Voluntarily Identified Applicants % | 100 | 88.04 | 11.96 | 12.96 | 0.66 | 37.54 | 7.64 | 9.63 | 2.33 | 25.25 | 1.00 | 0.33 | 0.00 | 0.33 | 0.33 | 1.99 | 0.00 |
| Qualified External Applicants # | 119 | 109 | 10 | 13 | 1 | 51 | 8 | 11 | 0 | 33 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |

DOD Department of the Navy

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|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Qualified External Applicants % | 100 | 91.60 | 8.40 | 10.92 | 0.84 | 42.86 | 6.72 | 9.24 | 0.00 | 27.73 | 0.00 | 0.00 | 0.00 | 0.00 | 0.84 | 0.84 | 0.00 |
| Referred Applicants # | 119 | 109 | 10 | 13 | 1 | 51 | 8 | 11 | 0 | 33 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| Referred Applicants % | 100 | 91.60 | 8.40 | 10.92 | 0.84 | 42.86 | 6.72 | 9.24 | 0.00 | 27.73 | 0.00 | 0.00 | 0.00 | 0.00 | 0.84 | 0.84 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 8 | 7 | 1 | 0 | 0 | 6 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 87.50 | 12.50 | 0.00 | 0.00 | 75.00 | 12.50 | 0.00 | 0.00 | 12.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CONTRACTING (1102) # | 5860 | 2640 | 3220 | 158 | 190 | 1835 | 1981 | 335 | 595 | 234 | 320 | 35 | 64 | 12 | 33 | 31 | 37 |
| CONTRACTING (1102) % | 100 | 45.05 | 54.95 | 2.70 | 3.24 | 31.31 | 33.81 | 5.72 | 10.15 | 3.99 | 5.46 | 0.60 | 1.09 | 0.20 | 0.56 | 0.53 | 0.63 |
| Occupational CLF % | 100 | 46.45 | 53.55 | 3.33 | 3.8 | 38.26 | 41.72 | 2.99 | 5.43 | 1.41 | 1.73 | 0.02 | 0.12 | 0.33 | 0.49 | 0.11 | 0.26 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 261 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 45.05 | 54.95 | 2.7 | 3.24 | 31.31 | 33.81 | 5.72 | 10.15 | 3.99 | 5.46 | 0.6 | 1.09 | 0.2 | 0.56 | 0.53 | 0.63 |
| Internal Applications # | 10654 | 6162 | 4492 | 883 | 559 | 2876 | 1590 | 1590 | 1778 | 627 | 378 | 42 | 36 | 68 | 56 | 76 | 95 |
| Internal Applications % | 100 | 57.84 | 42.16 | 8.29 | 5.25 | 26.99 | 14.92 | 14.92 | 16.69 | 5.89 | 3.55 | 0.39 | 0.34 | 0.64 | 0.53 | 0.71 | 0.89 |
| Qualified Internal Applicants # | 5881 | 3419 | 2462 | 511 | 291 | 1599 | 881 | 856 | 990 | 356 | 199 | 28 | 17 | 32 | 27 | 37 | 57 |
| Qualified Internal Applicants % | 100 | 58.14 | 41.86 | 8.69 | 4.95 | 27.19 | 14.98 | 14.56 | 16.83 | 6.05 | 3.38 | 0.48 | 0.29 | 0.54 | 0.46 | 0.63 | 0.97 |
| Referred Applicants # | 5881 | 3419 | 2462 | 511 | 291 | 1599 | 881 | 856 | 990 | 356 | 199 | 28 | 17 | 32 | 27 | 37 | 57 |
| Referred Applicants % | 100 | 58.14 | 41.86 | 8.69 | 4.95 | 27.19 | 14.98 | 14.56 | 16.83 | 6.05 | 3.38 | 0.48 | 0.29 | 0.54 | 0.46 | 0.63 | 0.97 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 292 | 129 | 163 | 13 | 16 | 80 | 87 | 26 | 39 | 10 | 13 | 0 | 5 | 0 | 2 | 0 | 1 |
| Internal Selections % | 100 | 44.18 | 55.82 | 4.45 | 5.48 | 27.40 | 29.79 | 8.90 | 13.36 | 3.42 | 4.45 | 0.00 | 1.71 | 0.00 | 0.68 | 0.00 | 0.34 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 15 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 720 | 353 | 367 | 31 | 28 | 181 | 136 | 104 | 171 | 25 | 17 | 0 | 3 | 9 | 2 | 3 | 10 |
| Voluntarily Identified Applicants % | 100 | 49.03 | 50.97 | 4.31 | 3.89 | 25.14 | 18.89 | 14.44 | 23.75 | 3.47 | 2.36 | 0.00 | 0.42 | 1.25 | 0.28 | 0.42 | 1.39 |
| Qualified External Applicants # | 279 | 135 | 144 | 15 | 12 | 75 | 57 | 32 | 56 | 9 | 11 | 0 | 0 | 4 | 2 | 0 | 6 |
| Qualified External Applicants % | 100 | 48.39 | 51.61 | 5.38 | 4.30 | 26.88 | 20.43 | 11.47 | 20.07 | 3.23 | 3.94 | 0.00 | 0.00 | 1.43 | 0.72 | 0.00 | 2.15 |
| Referred Applicants # | 279 | 135 | 144 | 15 | 12 | 75 | 57 | 32 | 56 | 9 | 11 | 0 | 0 | 4 | 2 | 0 | 6 |
| Referred Applicants % | 100 | 48.39 | 51.61 | 5.38 | 4.30 | 26.88 | 20.43 | 11.47 | 20.07 | 3.23 | 3.94 | 0.00 | 0.00 | 1.43 | 0.72 | 0.00 | 2.15 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 12 | 4 | 8 | 0 | 0 | 2 | 3 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| External Selections % | 100 | 33.33 | 66.67 | 0.00 | 0.00 | 16.67 | 25.00 | 8.33 | 33.33 | 8.33 | 0.00 | 0.00 | 0.00 | 0.00 | 8.33 | 0.00 | 0.00 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) # | 12125 | 9370 | 2755 | 581 | 177 | 6466 | 1671 | 1227 | 551 | 756 | 264 | 96 | 29 | 125 | 31 | 119 | 32 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| INFORMATION TECHNOLOGY MANAGEMENT (2210) % | 100 | 77.28 | 22.72 | 4.79 | 1.46 | 53.33 | 13.78 | 10.12 | 4.54 | 6.24 | 2.18 | 0.79 | 0.24 | 1.03 | 0.26 | 0.98 | 0.26 |
| Occupational CLF % | 100 | 70.42 | 29.58 | 5.31 | 2.13 | 52.52 | 21.09 | 6.47 | 4.31 | 5.11 | 1.55 | 0.1 | 0.05 | 0.53 | 0.28 | 0.38 | 0.16 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 324 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 77.28 | 22.72 | 4.79 | 1.46 | 53.33 | 13.78 | 10.12 | 4.54 | 6.24 | 2.18 | 0.79 | 0.24 | 1.03 | 0.26 | 0.98 | 0.26 |
| Internal Applications # | 10388 | 8858 | 1530 | 1219 | 187 | 4229 | 607 | 1895 | 500 | 1089 | 181 | 99 | 10 | 139 | 16 | 188 | 29 |
| Internal Applications % | 100 | 85.27 | 14.73 | 11.73 | 1.80 | 40.71 | 5.84 | 18.24 | 4.81 | 10.48 | 1.74 | 0.95 | 0.10 | 1.34 | 0.15 | 1.81 | 0.28 |
| Qualified Internal Applicants # | 5601 | 4775 | 826 | 698 | 100 | 2340 | 309 | 1009 | 287 | 525 | 100 | 56 | 8 | 60 | 9 | 87 | 13 |
| Qualified Internal Applicants % | 100 | 85.25 | 14.75 | 12.46 | 1.79 | 41.78 | 5.52 | 18.01 | 5.12 | 9.37 | 1.79 | 1.00 | 0.14 | 1.07 | 0.16 | 1.55 | 0.23 |
| Referred Applicants # | 5601 | 4775 | 826 | 698 | 100 | 2340 | 309 | 1009 | 287 | 525 | 100 | 56 | 8 | 60 | 9 | 87 | 13 |
| Referred Applicants % | 100 | 85.25 | 14.75 | 12.46 | 1.79 | 41.78 | 5.52 | 18.01 | 5.12 | 9.37 | 1.79 | 1.00 | 0.14 | 1.07 | 0.16 | 1.55 | 0.23 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 248 | 187 | 61 | 16 | 5 | 111 | 31 | 35 | 18 | 18 | 6 | 3 | 1 | 1 | 0 | 3 | 0 |
| Internal Selections % | 100 | 75.40 | 24.60 | 6.45 | 2.02 | 44.76 | 12.50 | 14.11 | 7.26 | 7.26 | 2.42 | 1.21 | 0.40 | 0.40 | 0.00 | 1.21 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 140 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 8148 | 6618 | 1530 | 812 | 178 | 2744 | 466 | 1676 | 623 | 1127 | 210 | 60 | 15 | 63 | 5 | 136 | 33 |
| Voluntarily Identified Applicants % | 100 | 81.22 | 18.78 | 9.97 | 2.18 | 33.68 | 5.72 | 20.57 | 7.65 | 13.83 | 2.58 | 0.74 | 0.18 | 0.77 | 0.06 | 1.67 | 0.41 |
| Qualified External Applicants # | 4605 | 3754 | 851 | 440 | 99 | 1607 | 275 | 913 | 325 | 645 | 120 | 37 | 8 | 34 | 3 | 78 | 21 |
| Qualified External Applicants % | 100 | 81.52 | 18.48 | 9.55 | 2.15 | 34.90 | 5.97 | 19.83 | 7.06 | 14.01 | 2.61 | 0.80 | 0.17 | 0.74 | 0.07 | 1.69 | 0.46 |
| Referred Applicants # | 4605 | 3754 | 851 | 440 | 99 | 1607 | 275 | 913 | 325 | 645 | 120 | 37 | 8 | 34 | 3 | 78 | 21 |
| Referred Applicants % | 100 | 81.52 | 18.48 | 9.55 | 2.15 | 34.90 | 5.97 | 19.83 | 7.06 | 14.01 | 2.61 | 0.80 | 0.17 | 0.74 | 0.07 | 1.69 | 0.46 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 132 | 98 | 34 | 12 | 2 | 54 | 17 | 19 | 10 | 11 | 4 | 0 | 1 | 1 | 0 | 1 | 0 |
| External Selections % | 100 | 74.24 | 25.76 | 9.09 | 1.52 | 40.91 | 12.88 | 14.39 | 7.58 | 8.33 | 3.03 | 0.00 | 0.76 | 0.76 | 0.00 | 0.76 | 0.00 |

Table A6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Mission-Critical Occupations | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| MISC. ADMINISTRATION/PROGRAM (0301) # | 206 | 140 | 66 | 10 | 7 | 105 | 51 | 8 | 2 | 8 | 2 | 2 | 1 | 4 | 0 | 3 | 3 |
| MISC. ADMINISTRATION/PROGRAM (0301) % | 100 | 67.96 | 32.04 | 4.85 | 3.40 | 50.97 | 24.76 | 3.88 | 0.97 | 3.88 | 0.97 | 0.97 | 0.49 | 1.94 | 0.00 | 1.46 | 1.46 |
| Occupational CLF % | 100 | 36.82 | 63.17 | 2.84 | 5.7 | 27.4 | 44.05 | 3.44 | 8.76 | 2.56 | 3.62 | 0.02 | 0.05 | 0.33 | 0.61 | 0.24 | 0.38 |
| MANAGEMENT PROGRAM ANALYSIS (0343) # | 145 | 70 | 75 | 6 | 5 | 44 | 45 | 9 | 10 | 4 | 7 | 2 | 5 | 1 | 2 | 4 | 1 |
| MANAGEMENT PROGRAM ANALYSIS (0343) % | 100 | 48.28 | 51.72 | 4.14 | 3.45 | 30.34 | 31.03 | 6.21 | 6.90 | 2.76 | 4.83 | 1.38 | 3.45 | 0.69 | 1.38 | 2.76 | 0.69 |
| Occupational CLF % | 100 | 58.43 | 41.57 | 2.44 | 2.12 | 49.12 | 32.69 | 2.92 | 3.73 | 3.34 | 2.46 | 0.02 | 0.04 | 0.31 | 0.3 | 0.27 | 0.23 |
| LOGISTICS MANAGEMENT (0346) # | 51 | 41 | 10 | 2 | 0 | 24 | 7 | 8 | 1 | 6 | 1 | 1 | 1 | 0 | 0 | 0 | 0 |
| LOGISTICS MANAGEMENT (0346) % | 100 | 80.39 | 19.61 | 3.92 | 0.00 | 47.06 | 13.73 | 15.69 | 1.96 | 11.76 | 1.96 | 1.96 | 1.96 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 65.3 | 34.7 | 5.06 | 2.85 | 46.43 | 24.18 | 9.97 | 5.28 | 2.63 | 1.44 | 0.31 | 0.12 | 0.69 | 0.5 | 0.2 | 0.33 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) # | 73 | 29 | 44 | 1 | 4 | 14 | 17 | 6 | 13 | 6 | 8 | 1 | 2 | 0 | 0 | 1 | 0 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) % | 100 | 39.73 | 60.27 | 1.37 | 5.48 | 19.18 | 23.29 | 8.22 | 17.81 | 8.22 | 10.96 | 1.37 | 2.74 | 0.00 | 0.00 | 1.37 | 0.00 |
| Occupational CLF % | 100 | 43.6 | 56.43 | 3.77 | 5.74 | 32.93 | 38.93 | 4.56 | 7.52 | 1.6 | 3.15 | 0 | 0.07 | 0.33 | 0.85 | 0.4 | 0.16 |
| GENERAL ENGINEERING (0801) # | 85 | 63 | 22 | 1 | 2 | 56 | 16 | 2 | 1 | 4 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |
| GENERAL ENGINEERING (0801) % | 100 | 74.12 | 25.88 | 1.18 | 2.35 | 65.88 | 18.82 | 2.35 | 1.18 | 4.71 | 1.18 | 0.00 | 0.00 | 0.00 | 1.18 | 0.00 | 1.18 |
| Occupational CLF % | 100 | 88.46 | 11.54 | 4.07 | 0.7 | 70.99 | 7.93 | 3.38 | 0.91 | 9.11 | 1.81 | 0.06 | 0.02 | 0.51 | 0.1 | 0.35 | 0.06 |
| ENGINEERING TECHNICIAN (0802) # | 136 | 111 | 25 | 9 | 1 | 81 | 19 | 5 | 0 | 14 | 3 | 0 | 0 | 0 | 0 | 2 | 2 |
| ENGINEERING TECHNICIAN (0802) % | 100 | 81.62 | 18.38 | 6.62 | 0.74 | 59.56 | 13.97 | 3.68 | 0.00 | 10.29 | 2.21 | 0.00 | 0.00 | 0.00 | 0.00 | 1.47 | 1.47 |
| Occupational CLF % | 100 | 81.17 | 18.82 | 7 | 1.56 | 61.2 | 12.89 | 6.78 | 2.16 | 4.9 | 1.86 | 0.1 | 0.02 | 0.8 | 0.19 | 0.39 | 0.14 |
| MECHANICAL ENGINEERING (0830) # | 17 | 14 | 3 | 0 | 0 | 13 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MECHANICAL ENGINEERING (0830) % | 100 | 82.35 | 17.65 | 0.00 | 0.00 | 76.47 | 11.76 | 0.00 | 5.88 | 5.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 92.87 | 7.13 | 3.77 | 0.36 | 78.77 | 5.65 | 3.51 | 0.42 | 5.87 | 0.56 | 0.09 | 0 | 0.43 | 0.05 | 0.43 | 0.09 |
| ELECTRONICS ENGINEERING (0855) # | 18 | 17 | 1 | 0 | 0 | 13 | 1 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ELECTRONICS ENGINEERING (0855) % | 100 | 94.44 | 5.56 | 0.00 | 0.00 | 72.22 | 5.56 | 5.56 | 0.00 | 16.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 46.45 | 53.55 | 3.33 | 3.8 | 38.26 | 41.72 | 2.99 | 5.43 | 1.41 | 1.73 | 0.02 | 0.12 | 0.33 | 0.49 | 0.11 | 0.26 |
| CONTRACTING (1102) # | 35 | 13 | 22 | 0 | 2 | 11 | 17 | 1 | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| CONTRACTING (1102) % | 100 | 37.14 | 62.86 | 0.00 | 5.71 | 31.43 | 48.57 | 2.86 | 5.71 | 0.00 | 2.86 | 0.00 | 0.00 | 2.86 | 0.00 | 0.00 | 0.00 |
| Occupational CLF % | 100 | 46.45 | 53.55 | 3.33 | 3.8 | 38.26 | 41.72 | 2.99 | 5.43 | 1.41 | 1.73 | 0.02 | 0.12 | 0.33 | 0.49 | 0.11 | 0.26 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) # | 120 | 93 | 27 | 7 | 4 | 50 | 17 | 17 | 2 | 11 | 3 | 3 | 1 | 2 | 0 | 3 | 0 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) % | 100 | 77.50 | 22.50 | 5.83 | 3.33 | 41.67 | 14.17 | 14.17 | 1.67 | 9.17 | 2.50 | 2.50 | 0.83 | 1.67 | 0.00 | 2.50 | 0.00 |
| Occupational CLF % | 100 | 70.42 | 29.58 | 5.31 | 2.13 | 52.52 | 21.09 | 6.47 | 4.31 | 5.11 | 1.55 | 0.1 | 0.05 | 0.53 | 0.28 | 0.38 | 0.16 |

Table A7: Senior Grade Levels by Race, Ethnicity, and Sex (Participation Rate)

| Senior Grade Levels | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|-------------------------------------|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Upward Mobility Benchmark % | 100 | 70.46 | 29.54 | 4.53 | 2.47 | 47.6 | 16.49 | 8.08 | 5.41 | 7.33 | 3.76 | 1.26 | 0.6 | 0.76 | 0.3 | 0.89 | 0.51 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| Total Senior Grades # | 73741 | 54654 | 19087 | 2860 | 1085 | 42325 | 12912 | 3863 | 2888 | 4518 | 1764 | 352 | 156 | 397 | 158 | 339 | 163 |
| Total Senior Grades % | 100 | 74.12 | 25.88 | 3.88 | 1.47 | 57.40 | 17.51 | 5.24 | 3.92 | 6.13 | 2.39 | 0.48 | 0.21 | 0.54 | 0.21 | 0.46 | 0.22 |
| | | | | | | | | | | | | | | | | | |
| SES or Equivalent # | 0 | 0 | 0 | 0 | 0 | 0 | 39 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES or Equivalent % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 15 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 76.11 | 23.89 | 3.12 | 1.24 | 64.22 | 17.65 | 3.63 | 2.88 | 4.23 | 1.73 | 0.31 | 0.1 | 0.38 | 0.15 | 0.23 | 0.14 |
| Internal Applications # | 79 | 60 | 19 | 5 | 3 | 37 | 9 | 12 | 5 | 5 | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| Internal Applications % | 100 | 75.95 | 24.05 | 6.33 | 3.80 | 46.84 | 11.39 | 15.19 | 6.33 | 6.33 | 2.53 | 0.00 | 0.00 | 1.27 | 0.00 | 0.00 | 0.00 |
| Qualified Internal Applicants # | 26 | 19 | 7 | 3 | 2 | 10 | 2 | 4 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Qualified Internal Applicants % | 100 | 73.08 | 26.92 | 11.54 | 7.69 | 38.46 | 7.69 | 15.38 | 11.54 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Referred Applicants # | 26 | 19 | 7 | 3 | 2 | 10 | 2 | 4 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Referred Applicants % | 100 | 73.08 | 26.92 | 11.54 | 7.69 | 38.46 | 7.69 | 15.38 | 11.54 | 7.69 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 3 | 0 | 3 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 0.00 | 100.00 | 0.00 | 33.33 | 0.00 | 66.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 30 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 365 | 275 | 90 | 19 | 1 | 188 | 47 | 46 | 33 | 19 | 5 | 0 | 0 | 3 | 1 | 0 | 3 |
| Voluntarily Identified Applicants % | 100 | 75.34 | 24.66 | 5.21 | 0.27 | 51.51 | 12.88 | 12.60 | 9.04 | 5.21 | 1.37 | 0.00 | 0.00 | 0.82 | 0.27 | 0.00 | 0.82 |
| Qualified External Applicants # | 213 | 153 | 60 | 10 | 1 | 115 | 36 | 14 | 17 | 12 | 2 | 0 | 0 | 2 | 1 | 0 | 3 |
| Qualified External Applicants % | 100 | 71.83 | 28.17 | 4.69 | 0.47 | 53.99 | 16.90 | 6.57 | 7.98 | 5.63 | 0.94 | 0.00 | 0.00 | 0.94 | 0.47 | 0.00 | 1.41 |
| Referred Applicants # | 213 | 153 | 60 | 10 | 1 | 115 | 36 | 14 | 17 | 12 | 2 | 0 | 0 | 2 | 1 | 0 | 3 |
| Referred Applicants % | 100 | 71.83 | 28.17 | 4.69 | 0.47 | 53.99 | 16.90 | 6.57 | 7.98 | 5.63 | 0.94 | 0.00 | 0.00 | 0.94 | 0.47 | 0.00 | 1.41 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 15 | 10 | 5 | 0 | 0 | 9 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 66.67 | 33.33 | 0.00 | 0.00 | 60.00 | 33.33 | 0.00 | 0.00 | 6.67 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |

For period covering October 1, 2019 to September 30, 2020.

For period covering October 1, 2019 to September 30, 2020.

| Senior Grade Levels | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| GS-15 or Equivalent # | 15049 | 11454 | 3595 | 470 | 186 | 9664 | 2656 | 546 | 433 | 637 | 261 | 46 | 15 | 57 | 23 | 34 | 21 |
| GS-15 or Equivalent % | 100 | 76.11 | 23.89 | 3.12 | 1.24 | 64.22 | 17.65 | 3.63 | 2.88 | 4.23 | 1.73 | 0.31 | 0.10 | 0.38 | 0.15 | 0.23 | 0.14 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 225 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 74.12 | 25.88 | 3.23 | 1.14 | 58.87 | 17.34 | 5.75 | 4.24 | 4.39 | 2.51 | 0.68 | 0.21 | 0.61 | 0.21 | 0.58 | 0.22 |
| Internal Applications # | 5325 | 4257 | 1068 | 471 | 110 | 2509 | 498 | 779 | 327 | 380 | 99 | 27 | 7 | 68 | 10 | 23 | 17 |
| Internal Applications % | 100 | 79.94 | 20.06 | 8.85 | 2.07 | 47.12 | 9.35 | 14.63 | 6.14 | 7.14 | 1.86 | 0.51 | 0.13 | 1.28 | 0.19 | 0.43 | 0.32 |
| Qualified Internal Applicants # | 2589 | 2106 | 483 | 218 | 48 | 1361 | 236 | 317 | 135 | 164 | 45 | 7 | 3 | 27 | 2 | 12 | 14 |
| Qualified Internal Applicants % | 100 | 81.34 | 18.66 | 8.42 | 1.85 | 52.57 | 9.12 | 12.24 | 5.21 | 6.33 | 1.74 | 0.27 | 0.12 | 1.04 | 0.08 | 0.46 | 0.54 |
| Referred Applicants # | 2589 | 2106 | 483 | 218 | 48 | 1361 | 236 | 317 | 135 | 164 | 45 | 7 | 3 | 27 | 2 | 12 | 14 |
| Referred Applicants % | 100 | 81.34 | 18.66 | 8.42 | 1.85 | 52.57 | 9.12 | 12.24 | 5.21 | 6.33 | 1.74 | 0.27 | 0.12 | 1.04 | 0.08 | 0.46 | 0.54 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 127 | 95 | 32 | 3 | 5 | 81 | 23 | 5 | 1 | 4 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 74.80 | 25.20 | 2.36 | 3.94 | 63.78 | 18.11 | 3.94 | 0.79 | 3.15 | 2.36 | 1.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 45 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 567 | 370 | 197 | 35 | 20 | 179 | 63 | 83 | 73 | 66 | 33 | 0 | 0 | 3 | 3 | 4 | 5 |
| Voluntarily Identified Applicants % | 100 | 65.26 | 34.74 | 6.17 | 3.53 | 31.57 | 11.11 | 14.64 | 12.87 | 11.64 | 5.82 | 0.00 | 0.00 | 0.53 | 0.53 | 0.71 | 0.88 |
| Qualified External Applicants # | 331 | 218 | 113 | 21 | 14 | 113 | 36 | 42 | 38 | 37 | 18 | 0 | 0 | 3 | 3 | 2 | 4 |
| Qualified External Applicants % | 100 | 65.86 | 34.14 | 6.34 | 4.23 | 34.14 | 10.88 | 12.69 | 11.48 | 11.18 | 5.44 | 0.00 | 0.00 | 0.91 | 0.91 | 0.60 | 1.21 |
| Referred Applicants # | 331 | 218 | 113 | 21 | 14 | 113 | 36 | 42 | 38 | 37 | 18 | 0 | 0 | 3 | 3 | 2 | 4 |
| Referred Applicants % | 100 | 65.86 | 34.14 | 6.34 | 4.23 | 34.14 | 10.88 | 12.69 | 11.48 | 11.18 | 5.44 | 0.00 | 0.00 | 0.91 | 0.91 | 0.60 | 1.21 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 4 | 2 | 2 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 50.00 | 50.00 | 0.00 | 0.00 | 50.00 | 50.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

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| Senior Grade Levels | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| GS-14 or Equivalent # | 8488 | 6291 | 2197 | 274 | 97 | 4997 | 1472 | 488 | 360 | 373 | 213 | 58 | 18 | 52 | 18 | 49 | 19 |
| GS-14 or Equivalent % | 100 | 74.12 | 25.88 | 3.23 | 1.14 | 58.87 | 17.34 | 5.75 | 4.24 | 4.39 | 2.51 | 0.68 | 0.21 | 0.61 | 0.21 | 0.58 | 0.22 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 598 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 73.52 | 26.48 | 4.21 | 1.6 | 55.1 | 17.42 | 5.64 | 4.17 | 6.99 | 2.57 | 0.49 | 0.25 | 0.57 | 0.23 | 0.51 | 0.25 |
| Internal Applications # | 14063 | 10059 | 4004 | 1214 | 465 | 5630 | 1628 | 1867 | 1441 | 1002 | 308 | 100 | 30 | 136 | 56 | 110 | 76 |
| Internal Applications % | 100 | 71.53 | 28.47 | 8.63 | 3.31 | 40.03 | 11.58 | 13.28 | 10.25 | 7.13 | 2.19 | 0.71 | 0.21 | 0.97 | 0.40 | 0.78 | 0.54 |
| Qualified Internal Applicants # | 6801 | 4883 | 1918 | 556 | 209 | 2923 | 846 | 821 | 657 | 431 | 140 | 49 | 13 | 59 | 21 | 44 | 32 |
| Qualified Internal Applicants % | 100 | 71.80 | 28.20 | 8.18 | 3.07 | 42.98 | 12.44 | 12.07 | 9.66 | 6.34 | 2.06 | 0.72 | 0.19 | 0.87 | 0.31 | 0.65 | 0.47 |
| Referred Applicants # | 6801 | 4883 | 1918 | 556 | 209 | 2923 | 846 | 821 | 657 | 431 | 140 | 49 | 13 | 59 | 21 | 44 | 32 |
| Referred Applicants % | 100 | 71.80 | 28.20 | 8.18 | 3.07 | 42.98 | 12.44 | 12.07 | 9.66 | 6.34 | 2.06 | 0.72 | 0.19 | 0.87 | 0.31 | 0.65 | 0.47 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 346 | 232 | 114 | 17 | 9 | 176 | 72 | 15 | 19 | 15 | 9 | 2 | 2 | 0 | 2 | 7 | 1 |
| Internal Selections % | 100 | 67.05 | 32.95 | 4.91 | 2.60 | 50.87 | 20.81 | 4.34 | 5.49 | 4.34 | 2.60 | 0.58 | 0.58 | 0.00 | 0.58 | 2.02 | 0.29 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 128 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 1870 | 1235 | 635 | 129 | 70 | 613 | 232 | 303 | 253 | 140 | 65 | 11 | 3 | 24 | 6 | 15 | 6 |
| Voluntarily Identified Applicants % | 100 | 66.04 | 33.96 | 6.90 | 3.74 | 32.78 | 12.41 | 16.20 | 13.53 | 7.49 | 3.48 | 0.59 | 0.16 | 1.28 | 0.32 | 0.80 | 0.32 |
| Qualified External Applicants # | 923 | 591 | 332 | 50 | 36 | 307 | 132 | 140 | 117 | 67 | 40 | 7 | 2 | 13 | 3 | 7 | 2 |
| Qualified External Applicants % | 100 | 64.03 | 35.97 | 5.42 | 3.90 | 33.26 | 14.30 | 15.17 | 12.68 | 7.26 | 4.33 | 0.76 | 0.22 | 1.41 | 0.33 | 0.76 | 0.22 |
| Referred Applicants # | 923 | 591 | 332 | 50 | 36 | 307 | 132 | 140 | 117 | 67 | 40 | 7 | 2 | 13 | 3 | 7 | 2 |
| Referred Applicants % | 100 | 64.03 | 35.97 | 5.42 | 3.90 | 33.26 | 14.30 | 15.17 | 12.68 | 7.26 | 4.33 | 0.76 | 0.22 | 1.41 | 0.33 | 0.76 | 0.22 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Senior Grade Levels | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| External Selections # | 32 | 24 | 8 | 1 | 0 | 17 | 5 | 2 | 2 | 2 | 0 | 0 | 0 | 1 | 1 | 1 | 0 |
| External Selections % | 100 | 75.00 | 25.00 | 3.13 | 0.00 | 53.13 | 15.63 | 6.25 | 6.25 | 6.25 | 0.00 | 0.00 | 0.00 | 3.13 | 3.13 | 3.13 | 0.00 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| GS-13 or Equivalent # | 50204 | 36909 | 13295 | 2116 | 802 | 27664 | 8745 | 2829 | 2095 | 3508 | 1290 | 248 | 123 | 288 | 117 | 256 | 123 |
| GS-13 or Equivalent % | 100 | 73.52 | 26.48 | 4.21 | 1.60 | 55.10 | 17.42 | 5.64 | 4.17 | 6.99 | 2.57 | 0.49 | 0.25 | 0.57 | 0.23 | 0.51 | 0.25 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 1649 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 70.16 | 29.84 | 4.14 | 2.16 | 49.09 | 18.39 | 7.56 | 5.15 | 7.04 | 3.04 | 0.82 | 0.43 | 0.83 | 0.29 | 0.67 | 0.4 |
| Internal Applications # | 33042 | 23886 | 9156 | 3405 | 1289 | 12436 | 3730 | 4583 | 2964 | 2526 | 781 | 326 | 96 | 360 | 111 | 250 | 185 |
| Internal Applications % | 100 | 72.29 | 27.71 | 10.31 | 3.90 | 37.64 | 11.29 | 13.87 | 8.97 | 7.64 | 2.36 | 0.99 | 0.29 | 1.09 | 0.34 | 0.76 | 0.56 |
| Qualified Internal Applicants # | 15986 | 11731 | 4255 | 1654 | 521 | 6341 | 1835 | 2085 | 1367 | 1265 | 364 | 128 | 48 | 156 | 60 | 102 | 60 |
| Qualified Internal Applicants % | 100 | 73.38 | 26.62 | 10.35 | 3.26 | 39.67 | 11.48 | 13.04 | 8.55 | 7.91 | 2.28 | 0.80 | 0.30 | 0.98 | 0.38 | 0.64 | 0.38 |
| Referred Applicants # | 15986 | 11731 | 4255 | 1654 | 521 | 6341 | 1835 | 2085 | 1367 | 1265 | 364 | 128 | 48 | 156 | 60 | 102 | 60 |
| Referred Applicants % | 100 | 73.38 | 26.62 | 10.35 | 3.26 | 39.67 | 11.48 | 13.04 | 8.55 | 7.91 | 2.28 | 0.80 | 0.30 | 0.98 | 0.38 | 0.64 | 0.38 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 1002 | 676 | 326 | 61 | 28 | 453 | 183 | 76 | 62 | 68 | 35 | 10 | 10 | 3 | 5 | 5 | 3 |
| Internal Selections % | 100 | 67.47 | 32.53 | 6.09 | 2.79 | 45.21 | 18.26 | 7.58 | 6.19 | 6.79 | 3.49 | 1.00 | 1.00 | 0.30 | 0.50 | 0.50 | 0.30 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 331 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 5509 | 3728 | 1781 | 477 | 187 | 1737 | 641 | 880 | 728 | 486 | 161 | 46 | 12 | 43 | 21 | 59 | 31 |
| Voluntarily Identified Applicants % | 100 | 67.67 | 32.33 | 8.66 | 3.39 | 31.53 | 11.64 | 15.97 | 13.21 | 8.82 | 2.92 | 0.83 | 0.22 | 0.78 | 0.38 | 1.07 | 0.56 |
| Qualified External Applicants # | 3014 | 1980 | 1034 | 246 | 100 | 954 | 374 | 451 | 425 | 254 | 92 | 26 | 9 | 17 | 19 | 32 | 15 |
| Qualified External Applicants % | 100 | 65.69 | 34.31 | 8.16 | 3.32 | 31.65 | 12.41 | 14.96 | 14.10 | 8.43 | 3.05 | 0.86 | 0.30 | 0.56 | 0.63 | 1.06 | 0.50 |
| Referred Applicants # | 3014 | 1980 | 1034 | 246 | 100 | 954 | 374 | 451 | 425 | 254 | 92 | 26 | 9 | 17 | 19 | 32 | 15 |
| Referred Applicants % | 100 | 65.69 | 34.31 | 8.16 | 3.32 | 31.65 | 12.41 | 14.96 | 14.10 | 8.43 | 3.05 | 0.86 | 0.30 | 0.56 | 0.63 | 1.06 | 0.50 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

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DOD Department of the Navy

File Process Date and Time: 04/13/2021 04:15 PM

Table A8: MANAGEMENT POSITIONS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Upward Mobility To Management Positions | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Upward Mobility Benchmark % | 100 | 70.46 | 29.54 | 4.53 | 2.47 | 47.6 | 16.49 | 8.08 | 5.41 | 7.33 | 3.76 | 1.26 | 0.6 | 0.76 | 0.3 | 0.89 | 0.51 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| Total Management # | 87381 | 58012 | 29369 | 3036 | 1657 | 43492 | 19227 | 6166 | 5523 | 3708 | 1964 | 629 | 431 | 558 | 289 | 423 | 278 |
| Total Management % | 100 | 66.39 | 33.61 | 3.47 | 1.90 | 49.77 | 22.00 | 7.06 | 6.32 | 4.24 | 2.25 | 0.72 | 0.49 | 0.64 | 0.33 | 0.48 | 0.32 |
| | | | | | | | | | | | | | | | | | |
| Executives # | 8990 | 6666 | 2324 | 260 | 117 | 5686 | 1752 | 348 | 278 | 281 | 130 | 31 | 12 | 33 | 15 | 27 | 20 |
| Executives % | 100 | 74.15 | 25.85 | 2.89 | 1.30 | 63.25 | 19.49 | 3.87 | 3.09 | 3.13 | 1.45 | 0.34 | 0.13 | 0.37 | 0.17 | 0.30 | 0.22 |
| GS-15 # | 15049 | 11454 | 3595 | 470 | 186 | 9664 | 2656 | 546 | 433 | 637 | 261 | 46 | 15 | 57 | 23 | 34 | 21 |
| GS-15 % | 100 | 76.11 | 23.89 | 3.12 | 1.24 | 64.22 | 17.65 | 3.63 | 2.88 | 4.23 | 1.73 | 0.31 | 0.10 | 0.38 | 0.15 | 0.23 | 0.14 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 240 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 76.11 | 23.89 | 3.12 | 1.24 | 64.22 | 17.65 | 3.63 | 2.88 | 4.23 | 1.73 | 0.31 | 0.1 | 0.38 | 0.15 | 0.23 | 0.14 |
| Internal Applications # | 5404 | 4317 | 1087 | 476 | 113 | 2546 | 507 | 791 | 332 | 385 | 101 | 27 | 7 | 69 | 10 | 23 | 17 |
| Internal Applications % | 100 | 79.89 | 20.11 | 8.81 | 2.09 | 47.11 | 9.38 | 14.64 | 6.14 | 7.12 | 1.87 | 0.50 | 0.13 | 1.28 | 0.19 | 0.43 | 0.31 |
| Qualified Internal Applicants # | 2615 | 2125 | 490 | 221 | 50 | 1371 | 238 | 321 | 138 | 166 | 45 | 7 | 3 | 27 | 2 | 12 | 14 |
| Qualified Internal Applicants % | 100 | 81.26 | 18.74 | 8.45 | 1.91 | 52.43 | 9.10 | 12.28 | 5.28 | 6.35 | 1.72 | 0.27 | 0.11 | 1.03 | 0.08 | 0.46 | 0.54 |
| Referred Applicants # | 2615 | 2125 | 490 | 221 | 50 | 1371 | 238 | 321 | 138 | 166 | 45 | 7 | 3 | 27 | 2 | 12 | 14 |
| Referred Applicants % | 100 | 81.26 | 18.74 | 8.45 | 1.91 | 52.43 | 9.10 | 12.28 | 5.28 | 6.35 | 1.72 | 0.27 | 0.11 | 1.03 | 0.08 | 0.46 | 0.54 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 130 | 95 | 35 | 3 | 6 | 81 | 25 | 5 | 1 | 4 | 3 | 2 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 73.08 | 26.92 | 2.31 | 4.62 | 62.31 | 19.23 | 3.85 | 0.77 | 3.08 | 2.31 | 1.54 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 75 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 932 | 645 | 287 | 54 | 21 | 367 | 110 | 129 | 106 | 85 | 38 | 0 | 0 | 6 | 4 | 4 | 8 |
| Voluntarily Identified Applicants % | 100 | 69.21 | 30.79 | 5.79 | 2.25 | 39.38 | 11.80 | 13.84 | 11.37 | 9.12 | 4.08 | 0.00 | 0.00 | 0.64 | 0.43 | 0.43 | 0.86 |
| Qualified External Applicants # | 544 | 371 | 173 | 31 | 15 | 228 | 72 | 56 | 55 | 49 | 20 | 0 | 0 | 5 | 4 | 2 | 7 |
| Qualified External Applicants % | 100 | 68.20 | 31.80 | 5.70 | 2.76 | 41.91 | 13.24 | 10.29 | 10.11 | 9.01 | 3.68 | 0.00 | 0.00 | 0.92 | 0.74 | 0.37 | 1.29 |
| Referred Applicants # | 544 | 371 | 173 | 31 | 15 | 228 | 72 | 56 | 55 | 49 | 20 | 0 | 0 | 5 | 4 | 2 | 7 |
| Referred Applicants % | 100 | 68.20 | 31.80 | 5.70 | 2.76 | 41.91 | 13.24 | 10.29 | 10.11 | 9.01 | 3.68 | 0.00 | 0.00 | 0.92 | 0.74 | 0.37 | 1.29 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 19 | 12 | 7 | 0 | 0 | 11 | 7 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

DOD Department of the Navy

File Process Date and Time: 04/13/2021 04:15 PM

| Upward Mobility To Management Positions | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|--|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| External Selections % | 100 | 63.16 | 36.84 | 0.00 | 0.00 | 57.89 | 36.84 | 0.00 | 0.00 | 5.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| Managers # | 16793 | 11642 | 5151 | 603 | 330 | 8877 | 3285 | 945 | 782 | 858 | 514 | 145 | 108 | 104 | 40 | 110 | 92 |
| Managers % | 100 | 69.33 | 30.67 | 3.59 | 1.97 | 52.86 | 19.56 | 5.63 | 4.66 | 5.11 | 3.06 | 0.86 | 0.64 | 0.62 | 0.24 | 0.66 | 0.55 |
| GS-13 # | 50204 | 36909 | 13295 | 2116 | 802 | 27664 | 8745 | 2829 | 2095 | 3508 | 1290 | 248 | 123 | 288 | 117 | 256 | 123 |
| GS-13 % | 100 | 73.52 | 26.48 | 4.21 | 1.60 | 55.10 | 17.42 | 5.64 | 4.17 | 6.99 | 2.57 | 0.49 | 0.25 | 0.57 | 0.23 | 0.51 | 0.25 |
| GS-14 # | 8488 | 6291 | 2197 | 274 | 97 | 4997 | 1472 | 488 | 360 | 373 | 213 | 58 | 18 | 52 | 18 | 49 | 19 |
| GS-14 % | 100 | 74.12 | 25.88 | 3.23 | 1.14 | 58.87 | 17.34 | 5.75 | 4.24 | 4.39 | 2.51 | 0.68 | 0.21 | 0.61 | 0.21 | 0.58 | 0.22 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 2247 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 73.6 | 26.4 | 4.07 | 1.53 | 55.65 | 17.41 | 5.65 | 4.18 | 6.61 | 2.56 | 0.52 | 0.24 | 0.58 | 0.23 | 0.52 | 0.24 |
| Internal Applications # | 47105 | 33945 | 13160 | 4619 | 1754 | 18066 | 5358 | 6450 | 4405 | 3528 | 1089 | 426 | 126 | 496 | 167 | 360 | 261 |
| Internal Applications % | 100 | 72.06 | 27.94 | 9.81 | 3.72 | 38.35 | 11.37 | 13.69 | 9.35 | 7.49 | 2.31 | 0.90 | 0.27 | 1.05 | 0.35 | 0.76 | 0.55 |
| Qualified Internal Applicants # | 22787 | 16614 | 6173 | 2210 | 730 | 9264 | 2681 | 2906 | 2024 | 1696 | 504 | 177 | 61 | 215 | 81 | 146 | 92 |
| Qualified Internal Applicants % | 100 | 72.91 | 27.09 | 9.70 | 3.20 | 40.65 | 11.77 | 12.75 | 8.88 | 7.44 | 2.21 | 0.78 | 0.27 | 0.94 | 0.36 | 0.64 | 0.40 |
| Referred Applicants # | 22787 | 16614 | 6173 | 2210 | 730 | 9264 | 2681 | 2906 | 2024 | 1696 | 504 | 177 | 61 | 215 | 81 | 146 | 92 |
| Referred Applicants % | 100 | 72.91 | 27.09 | 9.70 | 3.20 | 40.65 | 11.77 | 12.75 | 8.88 | 7.44 | 2.21 | 0.78 | 0.27 | 0.94 | 0.36 | 0.64 | 0.40 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 1348 | 908 | 440 | 78 | 37 | 629 | 255 | 91 | 81 | 83 | 44 | 12 | 12 | 3 | 7 | 12 | 4 |
| Internal Selections % | 100 | 67.36 | 32.64 | 5.79 | 2.74 | 46.66 | 18.92 | 6.75 | 6.01 | 6.16 | 3.26 | 0.89 | 0.89 | 0.22 | 0.52 | 0.89 | 0.30 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 459 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 7379 | 4963 | 2416 | 606 | 257 | 2350 | 873 | 1183 | 981 | 626 | 226 | 57 | 15 | 67 | 27 | 74 | 37 |
| Voluntarily Identified Applicants % | 100 | 67.26 | 32.74 | 8.21 | 3.48 | 31.85 | 11.83 | 16.03 | 13.29 | 8.48 | 3.06 | 0.77 | 0.20 | 0.91 | 0.37 | 1.00 | 0.50 |
| Qualified External Applicants # | 3937 | 2571 | 1366 | 296 | 136 | 1261 | 506 | 591 | 542 | 321 | 132 | 33 | 11 | 30 | 22 | 39 | 17 |

File Process Date and Time: 04/13/2021 04:15 PM

| Upward Mobility To Management Positions | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|-------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Qualified External Applicants % | 100 | 65.30 | 34.70 | 7.52 | 3.45 | 32.03 | 12.85 | 15.01 | 13.77 | 8.15 | 3.35 | 0.84 | 0.28 | 0.76 | 0.56 | 0.99 | 0.43 |
| Referred Applicants # | 3937 | 2571 | 1366 | 296 | 136 | 1261 | 506 | 591 | 542 | 321 | 132 | 33 | 11 | 30 | 22 | 39 | 17 |
| Referred Applicants % | 100 | 65.30 | 34.70 | 7.52 | 3.45 | 32.03 | 12.85 | 15.01 | 13.77 | 8.15 | 3.35 | 0.84 | 0.28 | 0.76 | 0.56 | 0.99 | 0.43 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 135 | 95 | 40 | 5 | 0 | 63 | 22 | 11 | 10 | 13 | 3 | 0 | 1 | 2 | 3 | 1 | 1 |
| External Selections % | 100 | 70.37 | 29.63 | 3.70 | 0.00 | 46.67 | 16.30 | 8.15 | 7.41 | 9.63 | 2.22 | 0.00 | 0.74 | 1.48 | 2.22 | 0.74 | 0.74 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| Supervisors # | 61598 | 39704 | 21894 | 2173 | 1210 | 28929 | 14190 | 4873 | 4463 | 2569 | 1320 | 453 | 311 | 421 | 234 | 286 | 166 |
| Supervisors % | 100 | 64.46 | 35.54 | 3.53 | 1.96 | 46.96 | 23.04 | 7.91 | 7.25 | 4.17 | 2.14 | 0.74 | 0.50 | 0.68 | 0.38 | 0.46 | 0.27 |
| GS-12 # | 39998 | 28061 | 11937 | 1657 | 863 | 19634 | 7356 | 3024 | 2058 | 2816 | 1216 | 329 | 170 | 333 | 116 | 268 | 158 |
| GS-12 % | 100 | 70.16 | 29.84 | 4.14 | 2.16 | 49.09 | 18.39 | 7.56 | 5.15 | 7.04 | 3.04 | 0.82 | 0.43 | 0.83 | 0.29 | 0.67 | 0.40 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 1923 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 70.16 | 29.84 | 4.14 | 2.16 | 49.09 | 18.39 | 7.56 | 5.15 | 7.04 | 3.04 | 0.82 | 0.43 | 0.83 | 0.29 | 0.67 | 0.4 |
| Internal Applications # | 42920 | 30685 | 12235 | 4495 | 1767 | 15102 | 4931 | 6465 | 3940 | 3187 | 1053 | 474 | 136 | 472 | 134 | 490 | 274 |
| Internal Applications % | 100 | 71.49 | 28.51 | 10.47 | 4.12 | 35.19 | 11.49 | 15.06 | 9.18 | 7.43 | 2.45 | 1.10 | 0.32 | 1.10 | 0.31 | 1.14 | 0.64 |
| Qualified Internal Applicants # | 20158 | 14801 | 5357 | 2151 | 717 | 7398 | 2152 | 3037 | 1722 | 1572 | 527 | 230 | 65 | 223 | 52 | 190 | 122 |
| Qualified Internal Applicants % | 100 | 73.42 | 26.58 | 10.67 | 3.56 | 36.70 | 10.68 | 15.07 | 8.54 | 7.80 | 2.61 | 1.14 | 0.32 | 1.11 | 0.26 | 0.94 | 0.61 |
| Referred Applicants # | 20158 | 14801 | 5357 | 2151 | 717 | 7398 | 2152 | 3037 | 1722 | 1572 | 527 | 230 | 65 | 223 | 52 | 190 | 122 |
| Referred Applicants % | 100 | 73.42 | 26.58 | 10.67 | 3.56 | 36.70 | 10.68 | 15.07 | 8.54 | 7.80 | 2.61 | 1.14 | 0.32 | 1.11 | 0.26 | 0.94 | 0.61 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 1203 | 821 | 382 | 83 | 43 | 494 | 208 | 113 | 76 | 92 | 39 | 17 | 8 | 14 | 2 | 8 | 6 |
| Internal Selections % | 100 | 68.25 | 31.75 | 6.90 | 3.57 | 41.06 | 17.29 | 9.39 | 6.32 | 7.65 | 3.24 | 1.41 | 0.67 | 1.16 | 0.17 | 0.67 | 0.50 |
| NEW HIRES | | | | | | | | | | | | | | | | | |

DOD Department of the Navy

File Process Date and Time: 04/13/2021 04:15 PM

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File Process Date and Time: 04/13/2021 04:15 PM

Table A9: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race, Ethnicity, and Sex (Participation Rate)

| Awards | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|----------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Permanent Workforce # | 249249 | 169096 | 80153 | 11073 | 7061 | 112896 | 43350 | 20339 | 15552 | 17737 | 10198 | 3055 | 1725 | 1828 | 854 | 2168 | 1413 |
| Permanent Workforce % | 100 | 67.84 | 32.16 | 4.44 | 2.83 | 45.29 | 17.39 | 8.16 | 6.24 | 7.12 | 4.09 | 1.23 | 0.69 | 0.73 | 0.34 | 0.87 | 0.57 |
| Alternative Benchmark % | 100 | 63.25 | 36.75 | 4.97 | 3.19 | 48.61 | 26.37 | 5.32 | 4.62 | 3.36 | 1.9 | 0.08 | 0.05 | 0.6 | 0.41 | 0.31 | 0.21 |
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 44519 | 29918 | 14601 | 1727 | 1030 | 19893 | 9045 | 3084 | 2385 | 3729 | 1489 | 707 | 265 | 299 | 134 | 479 | 253 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 100 | 67.20 | 32.80 | 3.88 | 2.31 | 44.68 | 20.32 | 6.93 | 5.36 | 8.38 | 3.34 | 1.59 | 0.60 | 0.67 | 0.30 | 1.08 | 0.57 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 288636 | 191665 | 96971 | 11446 | 6934 | 130565 | 60770 | 20640 | 16337 | 20848 | 9049 | 3652 | 1452 | 1998 | 918 | 2516 | 1511 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 6.48 | 6.41 | 6.64 | 6.63 | 6.73 | 6.56 | 6.72 | 6.69 | 6.85 | 5.59 | 6.08 | 5.17 | 5.48 | 6.68 | 6.85 | 5.25 | 5.97 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 13776 | 8864 | 4912 | 541 | 336 | 5751 | 2871 | 1406 | 1082 | 814 | 409 | 146 | 76 | 103 | 63 | 103 | 75 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 100 | 64.34 | 35.66 | 3.93 | 2.44 | 41.75 | 20.84 | 10.21 | 7.85 | 5.91 | 2.97 | 1.06 | 0.55 | 0.75 | 0.46 | 0.75 | 0.54 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 214898 | 138096 | 76802 | 8650 | 5326 | 89678 | 44609 | 22125 | 16944 | 12383 | 6574 | 2170 | 1203 | 1583 | 976 | 1507 | 1170 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 15.6 | 15.58 | 15.64 | 15.99 | 15.85 | 15.59 | 15.54 | 15.74 | 15.66 | 15.21 | 16.07 | 14.86 | 15.83 | 15.37 | 15.49 | 14.63 | 15.6 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 7940 | 5016 | 2924 | 348 | 208 | 3385 | 1642 | 743 | 620 | 361 | 326 | 68 | 56 | 67 | 37 | 44 | 35 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 100 | 63.17 | 36.83 | 4.38 | 2.62 | 42.63 | 20.68 | 9.36 | 7.81 | 4.55 | 4.11 | 0.86 | 0.71 | 0.84 | 0.47 | 0.55 | 0.44 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 189943 | 119879 | 70064 | 8272 | 5031 | 80775 | 39179 | 17788 | 14897 | 8709 | 7884 | 1679 | 1390 | 1630 | 888 | 1026 | 795 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 23.92 | 23.9 | 23.96 | 23.77 | 24.19 | 23.86 | 23.86 | 23.94 | 24.03 | 24.12 | 24.18 | 24.69 | 24.82 | 24.33 | 24 | 23.32 | 22.71 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 8259 | 5505 | 2754 | 392 | 216 | 3779 | 1664 | 797 | 515 | 352 | 259 | 67 | 40 | 73 | 25 | 45 | 35 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 100 | 66.65 | 33.35 | 4.75 | 2.62 | 45.76 | 20.15 | 9.65 | 6.24 | 4.26 | 3.14 | 0.81 | 0.48 | 0.88 | 0.30 | 0.54 | 0.42 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 307209 | 204832 | 102377 | 14636 | 7965 | 141060 | 62068 | 29451 | 18968 | 12906 | 9630 | 2449 | 1518 | 2665 | 933 | 1665 | 1295 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37.2 | 37.21 | 37.17 | 37.34 | 36.88 | 37.33 | 37.3 | 36.95 | 36.83 | 36.66 | 37.18 | 36.55 | 37.95 | 36.51 | 37.32 | 37 | 37 |
| Time-Off Awards 41 or more Hours: Awards Given # | 50 | 36 | 14 | 1 | 0 | 31 | 12 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 1 | 0 | 1 |
| Time-Off Awards 41 or more Hours: Awards Given % | 100 | 72.00 | 28.00 | 2.00 | 0.00 | 62.00 | 24.00 | 0.00 | 0.00 | 2.00 | 0.00 | 2.00 | 0.00 | 4.00 | 2.00 | 0.00 | 2.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 2613 | 1948 | 665 | 72 | 0 | 1720 | 569 | 0 | 0 | 48 | 0 | 60 | 0 | 48 | 48 | 0 | 48 |
| Time-Off Awards 41 or more Hours: Average Hours # | 52.26 | 54.11 | 47.5 | 72 | 0 | 55.48 | 47.42 | 0 | 0 | 48 | 0 | 60 | 0 | 24 | 48 | 0 | 48 |
| CASH AWARDS | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 101258 | 77678 | 23580 | 4588 | 1815 | 50164 | 13570 | 6604 | 3592 | 11605 | 3235 | 2214 | 575 | 788 | 239 | 1715 | 554 |
| Cash Awards \$500 and Under: Awards Given % | 100 | 76.71 | 23.29 | 4.53 | 1.79 | 49.54 | 13.40 | 6.52 | 3.55 | 11.46 | 3.19 | 2.19 | 0.57 | 0.78 | 0.24 | 1.69 | 0.55 |
| Cash Awards \$500 and Under: Total Amount \$ | 31373123 | 23604419 | 7768704 | 1516560 | 624964 | 15259114 | 4492789 | 2318135 | 1253596 | 3231870 | 986889 | 581746 | 168173 | 263692 | 86107 | 433302 | 156186 |
| Cash Awards \$500 and Under: Average Amount \$ | 309.83 | 303.88 | 329.46 | 330.55 | 344.33 | 304.18 | 331.08 | 351.02 | 349 | 278.49 | 305.07 | 262.76 | 292.47 | 334.63 | 360.28 | 252.65 | 281.92 |
| Cash Awards: \$501 - \$999: Awards Given # | 79548 | 59485 | 20063 | 3740 | 1459 | 40424 | 11953 | 6282 | 3549 | 6500 | 2144 | 1067 | 354 | 712 | 269 | 760 | 335 |
| Cash Awards: \$501 - \$999: Awards Given % | 100 | 74.78 | 25.22 | 4.70 | 1.83 | 50.82 | 15.03 | 7.90 | 4.46 | 8.17 | 2.70 | 1.34 | 0.45 | 0.90 | 0.34 | 0.96 | 0.42 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 57475247 | 42955794 | 14519453 | 2710284 | 1072630 | 29236675 | 8628092 | 4537334 | 2586751 | 4657954 | 1555808 | 758815 | 249264 | 510511 | 190629 | 544221 | 236279 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 722.52 | 722.13 | 723.69 | 724.67 | 735.18 | 723.25 | 721.83 | 722.28 | 728.87 | 716.61 | 725.66 | 711.17 | 704.14 | 717.01 | 708.66 | 716.08 | 705.31 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 65203 | 47078 | 18125 | 2699 | 1216 | 34699 | 11617 | 4451 | 2910 | 3860 | 1740 | 556 | 261 | 427 | 173 | 386 | 208 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 100 | 72.20 | 27.80 | 4.14 | 1.86 | 53.22 | 17.82 | 6.83 | 4.46 | 5.92 | 2.67 | 0.85 | 0.40 | 0.65 | 0.27 | 0.59 | 0.32 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 85863445 | 62003748 | 23859697 | 3543923 | 1595690 | 45914448 | 15349906 | 5828836 | 3850374 | 4943604 | 2238908 | 705379 | 329557 | 571922 | 230544 | 495636 | 264718 |

File Process Date and Time: 04/13/2021 04:15 PM

File Process Date and Time: 04/13/2021 04:15 PM

| Awards | Total | Total Males | Total Females | Hispanic or Latino Male | Hispanic or Latino Female | White Male | White Female | Black or African American Male | Black or African American Female | Asian Male | Asian Female | Native Hawaiian or Other Pacific Islander Male | Native Hawaiian or Other Pacific Islander Female | American Indian or Alaska Native Male | American Indian or Alaska Native Female | Two or More Races Male | Two or More Races Female |
|---|----------|-------------|---------------|-------------------------|---------------------------|------------|--------------|--------------------------------|----------------------------------|------------|--------------|--|--|---------------------------------------|---|------------------------|--------------------------|
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1316.86 | 1317.04 | 1316.4 | 1313.05 | 1312.25 | 1323.22 | 1321.33 | 1309.56 | 1323.15 | 1280.73 | 1286.73 | 1268.67 | 1262.67 | 1339.4 | 1332.62 | 1284.03 | 1272.68 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 14713 | 10627 | 4086 | 538 | 244 | 8374 | 2795 | 822 | 611 | 679 | 330 | 87 | 37 | 71 | 34 | 56 | 35 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 100 | 72.23 | 27.77 | 3.66 | 1.66 | 56.92 | 19.00 | 5.59 | 4.15 | 4.61 | 2.24 | 0.59 | 0.25 | 0.48 | 0.23 | 0.38 | 0.24 |
| Cash Awards: \$2000 - \$2999: Total Amount \$ | 34143014 | 24608316 | 9534698 | 1254154 | 564079 | 19488524 | 6542216 | 1870684 | 1418597 | 1518932 | 762057 | 195985 | 81758 | 161891 | 83829 | 118146 | 82162 |
| Cash Awards: \$2000 - \$2999: Average Amount \$ | 2320.6 | 2315.64 | 2333.5 | 2331.14 | 2311.8 | 2327.27 | 2340.69 | 2275.77 | 2321.76 | 2237.01 | 2309.26 | 2252.7 | 2209.68 | 2280.15 | 2465.56 | 2109.75 | 2347.49 |
| Cash Awards: \$3000 - \$3999: Awards Given # | 4275 | 3225 | 1050 | 143 | 54 | 2631 | 745 | 185 | 141 | 221 | 79 | 16 | 8 | 15 | 11 | 14 | 12 |
| Cash Awards: \$3000 - \$3999: Awards Given % | 100 | 75.44 | 24.56 | 3.35 | 1.26 | 61.54 | 17.43 | 4.33 | 3.30 | 5.17 | 1.85 | 0.37 | 0.19 | 0.35 | 0.26 | 0.33 | 0.28 |
| Cash Awards: \$3000 - \$3999: Total Amount \$ | 14082671 | 10638863 | 3443808 | 469890 | 166058 | 8727875 | 2448913 | 604687 | 465779 | 690414 | 263628 | 53224 | 22827 | 50456 | 36818 | 42317 | 39785 |
| Cash Awards: \$3000 - \$3999: Average Amount \$ | 3294.19 | 3298.87 | 3279.82 | 3285.94 | 3075.15 | 3317.32 | 3287.13 | 3268.58 | 3303.4 | 3124.05 | 3337.06 | 3326.5 | 2853.38 | 3363.73 | 3347.09 | 3022.64 | 3315.42 |
| Cash Awards: \$4000 - \$4999: Awards Given # | 1758 | 1372 | 386 | 46 | 23 | 1174 | 279 | 66 | 53 | 68 | 27 | 8 | 2 | 9 | 0 | 1 | 2 |
| Cash Awards: \$4000 - \$4999: Awards Given % | 100 | 78.04 | 21.96 | 2.62 | 1.31 | 66.78 | 15.87 | 3.75 | 3.01 | 3.87 | 1.54 | 0.46 | 0.11 | 0.51 | 0.00 | 0.06 | 0.11 |
| Cash Awards: \$4000 - \$4999: Total Amount \$ | 7636054 | 5962592 | 1673462 | 203553 | 97287 | 5094347 | 1210186 | 285436 | 229746 | 301515 | 118550 | 34168 | 8958 | 39073 | 0 | 4500 | 8735 |
| Cash Awards: \$4000 - \$4999: Average Amount \$ | 4343.6 | 4345.91 | 4335.39 | 4425.07 | 4229.87 | 4339.31 | 4337.58 | 4324.79 | 4334.83 | 4434.04 | 4390.74 | 4271 | 4479 | 4341.44 | 0 | 4500 | 4367.5 |
| Cash Awards: \$5000 or more: Awards Given # | 1886 | 1515 | 371 | 32 | 23 | 1335 | 299 | 55 | 28 | 78 | 15 | 6 | 2 | 5 | 2 | 4 | 2 |
| Cash Awards: \$5000 or more: Awards Given % | 100 | 80.33 | 19.67 | 1.70 | 1.22 | 70.78 | 15.85 | 2.92 | 1.48 | 4.14 | 0.80 | 0.32 | 0.11 | 0.27 | 0.11 | 0.21 | 0.11 |
| Cash Awards: \$5000 or more: Total Amount \$ | 12820183 | 10394096 | 2426087 | 191954 | 135914 | 9216850 | 2002567 | 307509 | 167376 | 558250 | 89248 | 56186 | 15123 | 42941 | 10859 | 20406 | 5000 |
| Cash Awards: \$5000 or more: Average Amount \$ | 6797.55 | 6860.79 | 6539.32 | 5998.56 | 5909.3 | 6904.01 | 6697.55 | 5591.07 | 5977.71 | 7157.05 | 5949.87 | 9364.33 | 7561.5 | 8588.2 | 5429.5 | 5101.5 | 2500 |
| OTHER AWARDS | | | | | | | | | | | | | | | | | |
| Total QSIs Awarded # | 5114 | 3633 | 1481 | 365 | 143 | 2402 | 911 | 338 | 204 | 407 | 170 | 38 | 23 | 64 | 15 | 19 | 15 |
| Total QSIs Awarded % | 100 | 71.04 | 28.96 | 7.14 | 2.80 | 46.97 | 17.81 | 6.61 | 3.99 | 7.96 | 3.32 | 0.74 | 0.45 | 1.25 | 0.29 | 0.37 | 0.29 |
| Total Benefit \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Benefit \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Performance Based Pay Increases Awarded # | 40316 | 28454 | 11862 | 1827 | 780 | 21353 | 8151 | 1995 | 1579 | 2725 | 1075 | 150 | 64 | 246 | 119 | 158 | 94 |
| Total Performance Based Pay Increases Awarded % | 100 | 70.58 | 29.42 | 4.53 | 1.93 | 52.96 | 20.22 | 4.95 | 3.92 | 6.76 | 2.67 | 0.37 | 0.16 | 0.61 | 0.30 | 0.39 | 0.23 |
| Total Benefit \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Average Benefit \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Table B1-1: TOTAL WORKFORCE - Distribution by Disability Status (Participation Rate)

| Employment Tenure | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|---------------------------------------|--------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| TOTAL WORKFORCE | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 262549 | 213807 | 19452 | 29290 | 5541 | 225 | 320 | 2094 | 594 | 137 | 286 | 358 | 344 | 76 | 981 | 22 | 104 |
| Total Workforce: Prior FY % | 100 | 81.44 | 7.41 | 11.16 | 2.11 | 0.09 | 0.12 | 0.80 | 0.23 | 0.05 | 0.11 | 0.14 | 0.13 | 0.03 | 0.37 | 0.01 | 0.04 |
| Total Workforce: Current FY # | 265179 | 212129 | 23143 | 29907 | 5594 | 255 | 380 | 2040 | 549 | 136 | 295 | 313 | 350 | 79 | 1073 | 21 | 103 |
| Total Workforce: Current FY % | 100 | 79.99 | 8.73 | 11.28 | 2.11 | 0.10 | 0.14 | 0.77 | 0.21 | 0.05 | 0.11 | 0.12 | 0.13 | 0.03 | 0.40 | 0.01 | 0.04 |
| Total Workforce: 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Total Workforce: Difference # | 2630 | -1678 | 3691 | 617 | 53 | 30 | 60 | -54 | -45 | -1 | 9 | -45 | 6 | 3 | 92 | -1 | -1 |
| Total Workforce: Ratio Change % | 0.00 | -1.45 | 1.32 | 0.12 | 0.00 | 0.01 | 0.02 | -0.03 | -0.02 | 0.00 | 0.00 | -0.02 | 0.00 | 0.00 | 0.03 | 0.00 | 0.00 |
| Total Workforce: Net Change % | 1.00 | -0.78 | 18.97 | 2.11 | 0.96 | 13.33 | 18.75 | -2.58 | -7.58 | -0.73 | 3.15 | -12.57 | 1.74 | 3.95 | 9.38 | -4.55 | -0.96 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 22763 | 15560 | 5928 | 1275 | 278 | 10 | 63 | 66 | 2 | 8 | 8 | 5 | 21 | 2 | 90 | 0 | 3 |
| Total Workforce: New Hires % | 100 | 68.36 | 26.04 | 5.60 | 1.22 | 0.04 | 0.28 | 0.29 | 0.01 | 0.04 | 0.04 | 0.02 | 0.09 | 0.01 | 0.40 | 0.00 | 0.01 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Removal # | 1108 | 791 | 205 | 112 | 45 | 6 | 5 | 10 | 1 | 1 | 4 | 2 | | | 15 | | 1 |
| Total Workforce: Removal % | 100 | 71.39 | 18.50 | 10.11 | 4.06 | 0.54 | 0.45 | 0.90 | 0.09 | 0.09 | 0.36 | 0.18 | | | 1.35 | | 0.09 |
| Total Workforce: Resignation # | 5513 | 4281 | 746 | 486 | 127 | 9 | 12 | 30 | 6 | 1 | 11 | 7 | 6 | 3 | 42 | | |
| Total Workforce: Resignation % | 100 | 77.65 | 13.53 | 8.82 | 2.30 | 0.16 | 0.22 | 0.54 | 0.11 | 0.02 | 0.20 | 0.13 | 0.11 | 0.05 | 0.76 | | |
| Total Workforce: Retirement # | 5819 | 4812 | 199 | 808 | 239 | 1 | 8 | 102 | 31 | 3 | 31 | 22 | 13 | 1 | 15 | 3 | 9 |
| Total Workforce: Retirement % | 100 | 82.69 | 3.42 | 13.89 | 4.11 | 0.02 | 0.14 | 1.75 | 0.53 | 0.05 | 0.53 | 0.38 | 0.22 | 0.02 | 0.26 | 0.05 | 0.15 |
| Total Workforce: Other Separations # | 1541 | 1163 | 190 | 188 | 44 | 2 | 2 | 6 | 2 | 2 | 3 | 4 | 3 | 1 | 18 | | 1 |
| Total Workforce: Other Separations % | 100 | 75.47 | 12.33 | 12.20 | 2.86 | 0.13 | 0.13 | 0.39 | 0.13 | 0.13 | 0.19 | 0.26 | 0.19 | 0.06 | 1.17 | | 0.06 |
| Total Workforce: Total Separations # | 13981 | 11047 | 1340 | 1594 | 455 | 18 | 27 | 148 | 40 | 7 | 49 | 35 | 22 | 5 | 90 | 3 | 11 |
| Total Workforce: Total Separations % | 100 | 79.01 | 9.58 | 11.40 | 3.25 | 0.13 | 0.19 | 1.06 | 0.29 | 0.05 | 0.35 | 0.25 | 0.16 | 0.04 | 0.64 | 0.02 | 0.08 |
| PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 244855 | 199024 | 18149 | 27682 | 5260 | 206 | 295 | 2021 | 564 | 130 | 277 | 348 | 313 | 67 | 914 | 21 | 104 |
| Permanent Workforce: Prior FY % | 100 | 81.28 | 7.41 | 11.31 | 2.15 | 0.08 | 0.12 | 0.83 | 0.23 | 0.05 | 0.11 | 0.14 | 0.13 | 0.03 | 0.37 | 0.01 | 0.04 |
| Permanent Workforce: Current FY # | 249249 | 199029 | 21854 | 28366 | 5322 | 227 | 356 | 1961 | 532 | 130 | 288 | 303 | 322 | 70 | 1010 | 20 | 103 |
| Permanent Workforce: Current FY % | 100 | 79.85 | 8.77 | 11.38 | 2.14 | 0.09 | 0.14 | 0.79 | 0.21 | 0.05 | 0.12 | 0.12 | 0.13 | 0.03 | 0.41 | 0.01 | 0.04 |
| Permanent Workforce: Difference # | 4394 | 5 | 3705 | 684 | 62 | 21 | 61 | -60 | -32 | 0 | 11 | -45 | 9 | 3 | 96 | -1 | -1 |
| Permanent Workforce: Ratio Change % | 0.00 | -1.43 | 1.36 | 0.07 | -0.01 | 0.01 | 0.02 | -0.04 | -0.02 | 0.00 | 0.01 | -0.02 | 0.00 | 0.00 | 0.04 | 0.00 | 0.00 |
| Permanent Workforce: Net Change % | 1.79 | 0.00 | 20.41 | 2.47 | 1.18 | 10.19 | 20.68 | -2.97 | -5.67 | 0.00 | 3.97 | -12.93 | 2.88 | 4.48 | 10.50 | -4.76 | -0.96 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |

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| Employment Tenure | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| Temporary Workforce: Other Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Other Separations % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Total Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Total Separations % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): Prior FY # | 1093 | 21 | 446 | 626 | 185 | 3 | 4 | 52 | 17 | 12 | 15 | 19 | 9 | 14 | 36 | 1 | 3 |
| Schedule A (permanent): Prior FY % | 100 | 1.92 | 40.81 | 57.27 | 16.93 | 0.27 | 0.37 | 4.76 | 1.56 | 1.10 | 1.37 | 1.74 | 0.82 | 1.28 | 3.29 | 0.09 | 0.27 |
| Schedule A (permanent): Current FY # | 1291 | 12 | 465 | 814 | 170 | 4 | 3 | 51 | 10 | 12 | 12 | 11 | 13 | 13 | 37 | 1 | 3 |
| Schedule A (permanent): Current FY % | 100 | 0.93 | 36.02 | 63.05 | 13.17 | 0.31 | 0.23 | 3.95 | 0.77 | 0.93 | 0.93 | 0.85 | 1.01 | 1.01 | 2.87 | 0.08 | 0.23 |
| Schedule A (permanent): Difference # | 198 | -9 | 19 | 188 | -15 | 1 | -1 | -1 | -7 | 0 | -3 | -8 | 4 | -1 | 1 | 0 | 0 |
| Schedule A (permanent): Ratio Change % | 0.00 | -0.99 | -4.79 | 5.78 | -3.76 | 0.04 | -0.14 | -0.81 | -0.79 | -0.17 | -0.44 | -0.89 | 0.19 | -0.27 | -0.42 | -0.01 | -0.04 |
| Schedule A (permanent): Net Change % | 18.12 | -42.86 | 4.26 | 30.03 | -8.11 | 33.33 | -25.00 | -1.92 | -41.18 | 0.00 | -20.00 | -42.11 | 44.44 | -7.14 | 2.78 | 0.00 | 0.00 |
| EMPLOYEE GAINS | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): New Hires # | 364 | 1 | 150 | 213 | 43 | 1 | 0 | 15 | 2 | 2 | 4 | 1 | 4 | 2 | 11 | 0 | 1 |
| Schedule A (permanent): New Hires % | 100 | 0.27 | 41.21 | 58.52 | 11.81 | 0.27 | 0.00 | 4.12 | 0.55 | 0.55 | 1.10 | 0.27 | 1.10 | 0.55 | 3.02 | 0.00 | 0.27 |
| EMPLOYEE LOSSES | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): Total Separations # | 80 | 2 | 28 | 50 | 23 | 0 | 1 | 6 | 2 | 0 | 3 | 2 | 1 | 2 | 6 | 0 | 0 |
| Schedule A (permanent): Total Separations % | 100 | 2.50 | 35.00 | 62.50 | 28.75 | 0.00 | 1.25 | 7.50 | 2.50 | 0.00 | 3.75 | 2.50 | 1.25 | 2.50 | 7.50 | 0.00 | 0.00 |

Table B1-2: TOTAL WORKFORCE - Distribution by Disability Status (Inclusion Rate)

| Employment Tenure | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|--|--------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TOTAL WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: Prior FY # | 262549 | 233259 | 213807 | 19452 | 29290 | 5541 | 225 | 320 | 2094 | 594 | 137 | 286 | 358 | 344 | 76 | 981 | 22 | 104 |
| Total Workforce: Prior FY % | 100 | 88.84 | 81.44 | 7.41 | 11.16 | 2.11 | 0.09 | 0.12 | 0.80 | 0.23 | 0.05 | 0.11 | 0.14 | 0.13 | 0.03 | 0.37 | 0.01 | 0.04 |
| Total Workforce: Current FY # | 265179 | 235272 | 212129 | 23143 | 29907 | 5594 | 255 | 380 | 2040 | 549 | 136 | 295 | 313 | 350 | 79 | 1073 | 21 | 103 |
| Total Workforce: Current FY % | 100 | 88.72 | 79.99 | 8.73 | 11.28 | 2.11 | 0.10 | 0.14 | 0.77 | 0.21 | 0.05 | 0.11 | 0.12 | 0.13 | 0.03 | 0.40 | 0.01 | 0.04 |
| Total Workforce: 501 Goal % | | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Total Workforce: Difference # | 2630 | 2013 | -1678 | 3691 | 617 | 53 | 30 | 60 | -54 | -45 | -1 | 9 | -45 | 6 | 3 | 92 | -1 | -1 |
| Total Workforce: Ratio Change % | 0.00 | -0.12 | -1.45 | 1.32 | 0.12 | 0.00 | 0.01 | 0.02 | -0.03 | -0.02 | 0.00 | 0.00 | -0.02 | 0.00 | 0.00 | 0.03 | 0.00 | 0.00 |
| Total Workforce: Net Change % | 1.00 | 0.86 | -0.78 | 18.97 | 2.11 | 0.96 | 13.33 | 18.75 | -2.58 | -7.58 | -0.73 | 3.15 | -12.57 | 1.74 | 3.95 | 9.38 | -4.55 | -0.96 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: New Hires # | 22763 | 21488 | 15560 | 5928 | 1275 | 278 | 10 | 63 | 66 | 2 | 8 | 8 | 5 | 21 | 2 | 90 | 0 | 3 |
| Total Workforce: New Hires % | 100 | 94.40 | 68.36 | 26.04 | 5.60 | 1.22 | 0.04 | 0.28 | 0.29 | 0.01 | 0.04 | 0.04 | 0.02 | 0.09 | 0.01 | 0.40 | 0.00 | 0.01 |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |
| Total Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Workforce: Reduction in Force % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Workforce: Removal # | 1108 | 996 | 791 | 205 | 112 | 45 | 6 | 5 | 10 | 1 | 1 | 4 | 2 | | | 15 | | 1 |
| Total Workforce: Removal % | 0.42 | 0.42 | 0.37 | 0.89 | 0.37 | 0.80 | 2.35 | 1.32 | 0.49 | 0.18 | 0.74 | 1.36 | 0.64 | | | 1.40 | | 0.97 |
| Total Workforce: Resignation # | 5513 | 5027 | 4281 | 746 | 486 | 127 | 9 | 12 | 30 | 6 | 1 | 11 | 7 | 6 | 3 | 42 | | |
| Total Workforce: Resignation % | 2.08 | 2.14 | 2.02 | 3.22 | 1.63 | 2.27 | 3.53 | 3.16 | 1.47 | 1.09 | 0.74 | 3.73 | 2.24 | 1.71 | 3.80 | 3.91 | | |
| Total Workforce: Retirement # | 5819 | 5011 | 4812 | 199 | 808 | 239 | 1 | 8 | 102 | 31 | 3 | 31 | 22 | 13 | 1 | 15 | 3 | 9 |
| Total Workforce: Retirement % | 2.19 | 2.13 | 2.27 | 0.86 | 2.70 | 4.27 | 0.39 | 2.11 | 5.00 | 5.65 | 2.21 | 10.51 | 7.03 | 3.71 | 1.27 | 1.40 | 14.29 | 8.74 |
| Total Workforce: Other Separations # | 1541 | 1353 | 1163 | 190 | 188 | 44 | 2 | 2 | 6 | 2 | 2 | 3 | 4 | 3 | 1 | 18 | | 1 |
| Total Workforce: Other Separations % | 0.58 | 0.58 | 0.55 | 0.82 | 0.63 | 0.79 | 0.78 | 0.53 | 0.29 | 0.36 | 1.47 | 1.02 | 1.28 | 0.86 | 1.27 | 1.68 | | 0.97 |
| Total Workforce: Total Separations # | 13981 | 12387 | 11047 | 1340 | 1594 | 455 | 18 | 27 | 148 | 40 | 7 | 49 | 35 | 22 | 5 | 90 | 3 | 11 |
| Total Workforce: Total Separations % | 5.27 | 5.26 | 5.21 | 5.79 | 5.33 | 8.13 | 7.06 | 7.11 | 7.25 | 7.29 | 5.15 | 16.61 | 11.18 | 6.29 | 6.33 | 8.39 | 14.29 | 10.68 |
| PERMANENT WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Prior FY # | 244855 | 217173 | 199024 | 18149 | 27682 | 5260 | 206 | 295 | 2021 | 564 | 130 | 277 | 348 | 313 | 67 | 914 | 21 | 104 |
| Permanent Workforce: Prior FY % | 100 | 88.69 | 81.28 | 7.41 | 11.31 | 2.15 | 0.08 | 0.12 | 0.83 | 0.23 | 0.05 | 0.11 | 0.14 | 0.13 | 0.03 | 0.37 | 0.01 | 0.04 |
| Permanent Workforce: Current FY # | 249249 | 220883 | 199029 | 21854 | 28366 | 5322 | 227 | 356 | 1961 | 532 | 130 | 288 | 303 | 322 | 70 | 1010 | 20 | 103 |
| Permanent Workforce: Current FY % | 100 | 88.62 | 79.85 | 8.77 | 11.38 | 2.14 | 0.09 | 0.14 | 0.79 | 0.21 | 0.05 | 0.12 | 0.12 | 0.13 | 0.03 | 0.41 | 0.01 | 0.04 |
| Permanent Workforce: Difference # | 4394 | 3710 | 5 | 3705 | 684 | 62 | 21 | 61 | -60 | -32 | 0 | 11 | -45 | 9 | 3 | 96 | -1 | -1 |
| Permanent Workforce: Ratio Change % | 0.00 | -0.07 | -1.43 | 1.36 | 0.07 | -0.01 | 0.01 | 0.02 | -0.04 | -0.02 | 0.00 | 0.01 | -0.02 | 0.00 | 0.00 | 0.04 | 0.00 | 0.00 |
| Permanent Workforce: Net Change % | 1.79 | 1.71 | 0.00 | 20.41 | 2.47 | 1.18 | 10.19 | 20.68 | -2.97 | -5.67 | 0.00 | 3.97 | -12.93 | 2.88 | 4.48 | 10.50 | -4.76 | -0.96 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |

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| Employment Tenure | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigure [93] |
|---|-------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|----------------------------|
| Permanent Workforce: New Hires # | 20551 | 19415 | 14018 | 5397 | 1136 | 237 | 8 | 50 | 55 | 2 | 8 | 6 | 5 | 18 | 1 | 81 | 0 | 3 |
| Permanent Workforce: New Hires % | 100 | 94.47 | 68.21 | 26.26 | 5.53 | 1.15 | 0.04 | 0.24 | 0.27 | 0.01 | 0.04 | 0.03 | 0.02 | 0.09 | 0.00 | 0.39 | 0.00 | 0.01 |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |
| Permanent Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Reduction in Force % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Removal # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Removal % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Resignation # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Resignation % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Retirement # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Retirement % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Other Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Other Separations % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Permanent Workforce: Total Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent Workforce: Total Separations % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| TEMPORARY WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Temporary Workforce: Prior FY # | 17694 | 16086 | 14783 | 1303 | 1608 | 281 | 19 | 25 | 73 | 30 | 7 | 9 | 10 | 31 | 9 | 67 | 1 | 0 |
| Temporary Workforce: Prior FY % | 100 | 90.91 | 83.55 | 7.36 | 9.09 | 1.59 | 0.11 | 0.14 | 0.41 | 0.17 | 0.04 | 0.05 | 0.06 | 0.18 | 0.05 | 0.38 | 0.01 | 0.00 |
| Temporary Workforce: Current FY # | 15930 | 14389 | 13100 | 1289 | 1541 | 272 | 28 | 24 | 79 | 17 | 6 | 7 | 10 | 28 | 9 | 63 | 1 | 0 |
| Temporary Workforce: Current FY % | 100 | 90.33 | 82.23 | 8.09 | 9.67 | 1.71 | 0.18 | 0.15 | 0.50 | 0.11 | 0.04 | 0.04 | 0.06 | 0.18 | 0.06 | 0.40 | 0.01 | 0.00 |
| Temporary Workforce: Difference # | -1764 | -1697 | -1683 | -14 | -67 | -9 | 9 | -1 | 6 | -13 | -1 | -2 | 0 | -3 | 0 | -4 | 0 | 0 |
| Temporary Workforce: Ratio Change % | 0.00 | -0.58 | -1.32 | 0.73 | 0.58 | 0.12 | 0.07 | 0.01 | 0.09 | -0.06 | 0.00 | -0.01 | 0.00 | 0.00 | 0.01 | 0.02 | 0.00 | 0.00 |
| Temporary Workforce: Net Change % | -9.97 | -10.55 | -11.38 | -1.07 | -4.17 | -3.20 | 47.37 | -4.00 | 8.22 | -43.33 | -14.29 | -22.22 | 0.00 | -9.68 | 0.00 | -5.97 | 0.00 | 0.00 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Temporary Workforce: New Hires # | 2212 | 2073 | 1542 | 531 | 139 | 41 | 2 | 13 | 11 | 0 | 0 | 2 | 0 | 3 | 1 | 9 | 0 | 0 |
| Temporary Workforce: New Hires % | 100 | 93.72 | 69.71 | 24.01 | 6.28 | 1.85 | 0.09 | 0.59 | 0.50 | 0.00 | 0.00 | 0.09 | 0.00 | 0.14 | 0.05 | 0.41 | 0.00 | 0.00 |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |
| Temporary Workforce: Reduction in Force # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Reduction in Force % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Removal # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Removal % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Resignation # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Resignation % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Retirement # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Retirement % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| Employment Tenure | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Temporary Workforce: Other Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Other Separations % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Temporary Workforce: Total Separations # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Temporary Workforce: Total Separations % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SCHEDULE A EMPLOYEES IN PERMANENT WORKFORCE (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): Prior FY # | 1093 | 467 | 21 | 446 | 626 | 185 | 3 | 4 | 52 | 17 | 12 | 15 | 19 | 9 | 14 | 36 | 1 | 3 |
| Schedule A (permanent): Prior FY % | 100 | 42.73 | 1.92 | 40.81 | 57.27 | 16.93 | 0.27 | 0.37 | 4.76 | 1.56 | 1.10 | 1.37 | 1.74 | 0.82 | 1.28 | 3.29 | 0.09 | 0.27 |
| Schedule A (permanent): Current FY # | 1291 | 477 | 12 | 465 | 814 | 170 | 4 | 3 | 51 | 10 | 12 | 12 | 11 | 13 | 13 | 37 | 1 | 3 |
| Schedule A (permanent): Current FY % | 100 | 36.95 | 0.93 | 36.02 | 63.05 | 13.17 | 0.31 | 0.23 | 3.95 | 0.77 | 0.93 | 0.93 | 0.85 | 1.01 | 1.01 | 2.87 | 0.08 | 0.23 |
| Schedule A (permanent): Difference # | 198 | 10 | -9 | 19 | 188 | -15 | 1 | -1 | -1 | -7 | 0 | -3 | -8 | 4 | -1 | 1 | 0 | 0 |
| Schedule A (permanent): Ratio Change % | 0.00 | -5.78 | -0.99 | -4.79 | 5.78 | -3.76 | 0.04 | -0.14 | -0.81 | -0.79 | -0.17 | -0.44 | -0.89 | 0.19 | -0.27 | -0.42 | -0.01 | -0.04 |
| Schedule A (permanent): Net Change % | 18.12 | 2.14 | -42.86 | 4.26 | 30.03 | -8.11 | 33.33 | -25.00 | -1.92 | -41.18 | 0.00 | -20.00 | -42.11 | 44.44 | -7.14 | 2.78 | 0.00 | 0.00 |
| EMPLOYEE GAINS (Participation Rate) | | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): New Hires # | 364 | 151 | 1 | 150 | 213 | 43 | 1 | 0 | 15 | 2 | 2 | 4 | 1 | 4 | 2 | 11 | 0 | 1 |
| Schedule A (permanent): New Hires % | 100 | 41.48 | 0.27 | 41.21 | 58.52 | 11.81 | 0.27 | 0.00 | 4.12 | 0.55 | 0.55 | 1.10 | 0.27 | 1.10 | 0.55 | 3.02 | 0.00 | 0.27 |
| EMPLOYEE LOSSES (Inclusion Rate) | | | | | | | | | | | | | | | | | | |
| Schedule A (permanent): Total Separations # | 80 | 30 | 2 | 28 | 50 | 23 | 0 | 1 | 6 | 2 | 0 | 3 | 2 | 1 | 2 | 6 | 0 | 0 |
| Schedule A (permanent): Total Separations % | 0.03 | 0.01 | 0.00 | 0.12 | 0.17 | 0.41 | 0.00 | 0.26 | 0.29 | 0.36 | 0.00 | 1.02 | 0.64 | 0.29 | 2.53 | 0.56 | 0.00 | 0.00 |

Table B2: PERMANENT WORKFORCE BY COMPONENT - Distribution by Disability Status (Participation Rate)

| Subordinate Component | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|-----------------------|--------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Permanent Workforce # | 249249 | 199029 | 21854 | 28366 | 5322 | 227 | 356 | 1961 | 532 | 130 | 288 | 303 | 322 | 70 | 1010 | 20 | 103 |
| Permanent Workforce % | 100 | 79.85 | 8.77 | 11.38 | 2.14 | 0.09 | 0.14 | 0.79 | 0.21 | 0.05 | 0.12 | 0.12 | 0.13 | 0.03 | 0.41 | 0.01 | 0.04 |
| NV-11 # | 1707 | 1186 | 236 | 285 | 48 | 1 | 4 | 27 | 4 | 0 | 1 | 1 | 2 | 1 | 7 | 0 | 0 |
| NV-11 % | 100 | 69.48 | 13.83 | 16.70 | 2.81 | 0.06 | 0.23 | 1.58 | 0.23 | 0.00 | 0.06 | 0.06 | 0.12 | 0.06 | 0.41 | 0.00 | 0.00 |
| NV-12 # | 4607 | 3644 | 477 | 486 | 67 | 3 | 1 | 30 | 6 | 0 | 4 | 2 | 2 | 0 | 17 | 0 | 2 |
| NV-12 % | 100 | 79.10 | 10.35 | 10.55 | 1.45 | 0.07 | 0.02 | 0.65 | 0.13 | 0.00 | 0.09 | 0.04 | 0.04 | 0.00 | 0.37 | 0.00 | 0.04 |
| NV-14 # | 2929 | 2514 | 190 | 225 | 47 | 0 | 3 | 19 | 11 | 0 | 2 | 2 | 3 | 1 | 5 | 0 | 1 |
| NV-14 % | 100 | 85.83 | 6.49 | 7.68 | 1.60 | 0.00 | 0.10 | 0.65 | 0.38 | 0.00 | 0.07 | 0.07 | 0.10 | 0.03 | 0.17 | 0.00 | 0.03 |
| NV-15 # | 825 | 696 | 49 | 80 | 12 | 0 | 1 | 3 | 1 | 0 | 2 | 3 | 1 | 0 | 1 | 0 | 0 |
| NV-15 % | 100 | 84.36 | 5.94 | 9.70 | 1.45 | 0.00 | 0.12 | 0.36 | 0.12 | 0.00 | 0.24 | 0.36 | 0.12 | 0.00 | 0.12 | 0.00 | 0.00 |
| NV-18 # | 10808 | 8019 | 1237 | 1552 | 277 | 9 | 23 | 97 | 20 | 9 | 13 | 10 | 13 | 6 | 73 | 0 | 4 |
| NV-18 % | 100 | 74.20 | 11.45 | 14.36 | 2.56 | 0.08 | 0.21 | 0.90 | 0.19 | 0.08 | 0.12 | 0.09 | 0.12 | 0.06 | 0.68 | 0.00 | 0.04 |
| NV-19 # | 30374 | 24610 | 2455 | 3309 | 677 | 16 | 49 | 266 | 68 | 17 | 30 | 51 | 41 | 2 | 121 | 3 | 13 |
| NV-19 % | 100 | 81.02 | 8.08 | 10.89 | 2.23 | 0.05 | 0.16 | 0.88 | 0.22 | 0.06 | 0.10 | 0.17 | 0.13 | 0.01 | 0.40 | 0.01 | 0.04 |
| NV-22M # | 1754 | 1410 | 138 | 206 | 48 | 2 | 2 | 16 | 3 | 1 | 4 | 2 | 6 | 2 | 9 | 0 | 1 |
| NV-22M % | 100 | 80.39 | 7.87 | 11.74 | 2.74 | 0.11 | 0.11 | 0.91 | 0.17 | 0.06 | 0.23 | 0.11 | 0.34 | 0.11 | 0.51 | 0.00 | 0.06 |
| NV-22B # | 2102 | 1328 | 309 | 465 | 84 | 1 | 3 | 41 | 6 | 1 | 6 | 2 | 5 | 0 | 18 | 1 | 0 |
| NV-22B % | 100 | 63.18 | 14.70 | 22.12 | 4.00 | 0.05 | 0.14 | 1.95 | 0.29 | 0.05 | 0.29 | 0.10 | 0.24 | 0.00 | 0.86 | 0.05 | 0.00 |
| NV-23 # | 6859 | 4985 | 825 | 1049 | 231 | 3 | 14 | 86 | 19 | 7 | 21 | 19 | 9 | 6 | 41 | 2 | 4 |
| NV-23 % | 100 | 72.68 | 12.03 | 15.29 | 3.37 | 0.04 | 0.20 | 1.25 | 0.28 | 0.10 | 0.31 | 0.28 | 0.13 | 0.09 | 0.60 | 0.03 | 0.06 |
| NV-24 # | 33679 | 27395 | 2517 | 3767 | 703 | 34 | 40 | 256 | 76 | 23 | 30 | 53 | 58 | 5 | 109 | 5 | 14 |
| NV-24 % | 100 | 81.34 | 7.47 | 11.19 | 2.09 | 0.10 | 0.12 | 0.76 | 0.23 | 0.07 | 0.09 | 0.16 | 0.17 | 0.01 | 0.32 | 0.01 | 0.04 |
| NV-25 # | 26053 | 21359 | 2085 | 2609 | 565 | 20 | 21 | 184 | 55 | 11 | 40 | 33 | 39 | 17 | 126 | 2 | 17 |
| NV-25 % | 100 | 81.98 | 8.00 | 10.01 | 2.17 | 0.08 | 0.08 | 0.71 | 0.21 | 0.04 | 0.15 | 0.13 | 0.15 | 0.07 | 0.48 | 0.01 | 0.07 |
| NV-27 # | 26264 | 19999 | 2821 | 3444 | 671 | 14 | 75 | 241 | 63 | 20 | 25 | 25 | 30 | 10 | 158 | 2 | 8 |
| NV-27 % | 100 | 76.15 | 10.74 | 13.11 | 2.55 | 0.05 | 0.29 | 0.92 | 0.24 | 0.08 | 0.10 | 0.10 | 0.11 | 0.04 | 0.60 | 0.01 | 0.03 |
| NV-30 # | 1331 | 992 | 164 | 175 | 34 | 1 | 6 | 16 | 1 | 1 | 1 | 3 | 3 | 0 | 2 | 0 | 0 |
| NV-30 % | 100 | 74.53 | 12.32 | 13.15 | 2.55 | 0.08 | 0.45 | 1.20 | 0.08 | 0.08 | 0.08 | 0.23 | 0.23 | 0.00 | 0.15 | 0.00 | 0.00 |
| NV-39 # | 11177 | 8307 | 900 | 1970 | 324 | 6 | 19 | 106 | 39 | 7 | 30 | 27 | 21 | 3 | 58 | 1 | 7 |
| NV-39 % | 100 | 74.32 | 8.05 | 17.63 | 2.90 | 0.05 | 0.17 | 0.95 | 0.35 | 0.06 | 0.27 | 0.24 | 0.19 | 0.03 | 0.52 | 0.01 | 0.06 |
| NV-41 # | 1031 | 834 | 106 | 91 | 20 | 0 | 0 | 9 | 2 | 0 | 2 | 2 | 2 | 0 | 1 | 0 | 2 |

| Subordinate Component | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurer [93] |
|-----------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|-----------------------------|
| NV-41 % | 100 | 80.89 | 10.28 | 8.83 | 1.94 | 0.00 | 0.00 | 0.87 | 0.19 | 0.00 | 0.19 | 0.19 | 0.19 | 0.00 | 0.10 | 0.00 | 0.19 |
| NV-52 # | 22987 | 18826 | 1757 | 2404 | 390 | 11 | 31 | 129 | 51 | 8 | 21 | 24 | 25 | 3 | 83 | 0 | 4 |
| NV-52 % | 100 | 81.90 | 7.64 | 10.46 | 1.70 | 0.05 | 0.13 | 0.56 | 0.22 | 0.03 | 0.09 | 0.10 | 0.11 | 0.01 | 0.36 | 0.00 | 0.02 |
| NV-55 # | 1669 | 1237 | 155 | 277 | 46 | 1 | 4 | 21 | 4 | 0 | 2 | 4 | 2 | 0 | 8 | 0 | 0 |
| NV-55 % | 100 | 74.12 | 9.29 | 16.60 | 2.76 | 0.06 | 0.24 | 1.26 | 0.24 | 0.00 | 0.12 | 0.24 | 0.12 | 0.00 | 0.48 | 0.00 | 0.00 |
| NV-60 # | 34377 | 28879 | 2460 | 3038 | 594 | 83 | 32 | 212 | 72 | 15 | 25 | 20 | 31 | 4 | 90 | 2 | 8 |
| NV-60 % | 100 | 84.01 | 7.16 | 8.84 | 1.73 | 0.24 | 0.09 | 0.62 | 0.21 | 0.04 | 0.07 | 0.06 | 0.09 | 0.01 | 0.26 | 0.01 | 0.02 |
| NV-70 # | 24784 | 20395 | 2336 | 2053 | 378 | 17 | 18 | 153 | 27 | 9 | 21 | 18 | 25 | 9 | 64 | 1 | 16 |
| NV-70 % | 100 | 82.29 | 9.43 | 8.28 | 1.53 | 0.07 | 0.07 | 0.62 | 0.11 | 0.04 | 0.08 | 0.07 | 0.10 | 0.04 | 0.26 | 0.00 | 0.06 |
| NV-72 # | 423 | 272 | 75 | 76 | 9 | 0 | 0 | 5 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 1 |
| NV-72 % | 100 | 64.30 | 17.73 | 17.97 | 2.13 | 0.00 | 0.00 | 1.18 | 0.00 | 0.00 | 0.24 | 0.00 | 0.00 | 0.00 | 0.47 | 0.00 | 0.24 |
| NV-74 # | 1278 | 801 | 194 | 283 | 44 | 0 | 8 | 21 | 0 | 1 | 3 | 2 | 1 | 0 | 6 | 1 | 1 |
| NV-74 % | 100 | 62.68 | 15.18 | 22.14 | 3.44 | 0.00 | 0.63 | 1.64 | 0.00 | 0.08 | 0.23 | 0.16 | 0.08 | 0.00 | 0.47 | 0.08 | 0.08 |
| NV-76 # | 4525 | 2951 | 613 | 961 | 129 | 6 | 7 | 56 | 8 | 0 | 9 | 4 | 8 | 1 | 29 | 1 | 0 |
| NV-76 % | 100 | 65.22 | 13.55 | 21.24 | 2.85 | 0.13 | 0.15 | 1.24 | 0.18 | 0.00 | 0.20 | 0.09 | 0.18 | 0.02 | 0.64 | 0.02 | 0.00 |

Table B3: OCCUPATIONAL CATEGORIES - Distribution by Disability (Participation Rate)

| Occupational Categories | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significa Disfigure [93] |
|-----------------------------|-------|-----------------------|------------------------|---------------------------------|------------------------|----------------------------------|--------------------------------------|---|---|--------------------------------|---|---|--|------------------------------------|--|------------------|--------------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| 1. Management | | | | | | | | | | | | | | | | | |
| Executives # | 8990 | 7583 | 474 | 933 | 168 | 0 | 7 | 85 | 16 | 1 | 16 | 11 | 16 | 0 | 13 | 0 | 3 |
| Executives % | 100 | 84.35 | 5.27 | 10.38 | 1.87 | 0.00 | 0.08 | 0.95 | 0.18 | 0.01 | 0.18 | 0.12 | 0.18 | 0.00 | 0.14 | 0.00 | 0.03 |
| Managers # | 16793 | 13589 | 1055 | 2149 | 333 | 3 | 16 | 157 | 27 | 11 | 19 | 24 | 15 | 0 | 50 | 0 | 11 |
| Managers % | 100 | 80.92 | 6.28 | 12.80 | 1.98 | 0.02 | 0.10 | 0.93 | 0.16 | 0.07 | 0.11 | 0.14 | 0.09 | 0.00 | 0.30 | 0.00 | 0.07 |
| Supervisors # | 61598 | 45175 | 6610 | 9813 | 1687 | 23 | 149 | 649 | 139 | 41 | 93 | 87 | 100 | 13 | 355 | 10 | 28 |
| Supervisors % | 100 | 73.34 | 10.73 | 15.93 | 2.74 | 0.04 | 0.24 | 1.05 | 0.23 | 0.07 | 0.15 | 0.14 | 0.16 | 0.02 | 0.58 | 0.02 | 0.05 |
| Total Management # | 87381 | 66347 | 8139 | 12895 | 2188 | 26 | 172 | 891 | 182 | 53 | 128 | 122 | 131 | 13 | 418 | 10 | 42 |
| Total Management % | 100 | 75.93 | 9.31 | 14.76 | 2.50 | 0.03 | 0.20 | 1.02 | 0.21 | 0.06 | 0.15 | 0.14 | 0.15 | 0.01 | 0.48 | 0.01 | 0.05 |
| 2. Professionals # | 60916 | 50415 | 4306 | 6195 | 1242 | 96 | 62 | 419 | 142 | 36 | 69 | 86 | 87 | 3 | 216 | 4 | 22 |
| Professionals % | 100 | 82.76 | 7.07 | 10.17 | 2.04 | 0.16 | 0.10 | 0.69 | 0.23 | 0.06 | 0.11 | 0.14 | 0.14 | 0.00 | 0.35 | 0.01 | 0.04 |
| 3. Technicians # | 16435 | 12459 | 1674 | 2302 | 365 | 13 | 30 | 148 | 36 | 14 | 17 | 23 | 20 | 1 | 53 | 0 | 10 |
| Technicians % | 100 | 75.81 | 10.19 | 14.01 | 2.22 | 0.08 | 0.18 | 0.90 | 0.22 | 0.09 | 0.10 | 0.14 | 0.12 | 0.01 | 0.32 | 0.00 | 0.06 |
| 4. Sales Workers # | 4330 | 3600 | 140 | 590 | 85 | 7 | 3 | 12 | 13 | 0 | 5 | 4 | 8 | 4 | 25 | 0 | 4 |
| Sales Workers % | 100 | 83.14 | 3.23 | 13.63 | 1.96 | 0.16 | 0.07 | 0.28 | 0.30 | 0.00 | 0.12 | 0.09 | 0.18 | 0.09 | 0.58 | 0.00 | 0.09 |
| 5. Administrative Workers # | 18052 | 12846 | 2144 | 3062 | 543 | 11 | 40 | 179 | 49 | 10 | 42 | 36 | 38 | 15 | 117 | 3 | 3 |
| Administrative Workers % | 100 | 71.16 | 11.88 | 16.96 | 3.01 | 0.06 | 0.22 | 0.99 | 0.27 | 0.06 | 0.23 | 0.20 | 0.21 | 0.08 | 0.65 | 0.02 | 0.02 |
| 6. Craft Workers # | 29327 | 24025 | 3058 | 2244 | 498 | 56 | 30 | 186 | 52 | 11 | 12 | 20 | 16 | 8 | 92 | 1 | 14 |
| Craft Workers % | 100 | 81.92 | 10.43 | 7.65 | 1.70 | 0.19 | 0.10 | 0.63 | 0.18 | 0.04 | 0.04 | 0.07 | 0.05 | 0.03 | 0.31 | 0.00 | 0.05 |
| 7. Operatives # | 7142 | 5769 | 706 | 667 | 142 | 3 | 8 | 65 | 16 | 3 | 3 | 2 | 6 | 7 | 26 | 1 | 2 |
| Operatives % | 100 | 80.78 | 9.89 | 9.34 | 1.99 | 0.04 | 0.11 | 0.91 | 0.22 | 0.04 | 0.04 | 0.03 | 0.08 | 0.10 | 0.36 | 0.01 | 0.03 |
| 8. Laborers and Helpers # | 2726 | 2267 | 183 | 276 | 47 | 4 | 2 | 9 | 8 | 0 | 1 | 2 | 3 | 9 | 9 | 0 | 0 |
| Laborers and Helpers % | 100 | 83.16 | 6.71 | 10.12 | 1.72 | 0.15 | 0.07 | 0.33 | 0.29 | 0.00 | 0.04 | 0.07 | 0.11 | 0.33 | 0.33 | 0.00 | 0.00 |
| 9. Service Workers # | 22940 | 19532 | 1504 | 1904 | 212 | 11 | 9 | 52 | 34 | 3 | 11 | 8 | 13 | 10 | 54 | 1 | 6 |
| Service Workers % | 100 | 85.14 | 6.56 | 8.30 | 0.92 | 0.05 | 0.04 | 0.23 | 0.15 | 0.01 | 0.05 | 0.03 | 0.06 | 0.04 | 0.24 | 0.00 | 0.03 |

Table B4P: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate)

| GS/GM/GL GRADES | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|------------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| GS-01 # | 29 | 16 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-01 % | 100 | 55.17 | 44.83 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-02 # | 73 | 59 | 11 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GS-02 % | 100 | 80.82 | 15.07 | 4.11 | 2.74 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.37 | 1.37 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-03 # | 227 | 175 | 29 | 23 | 11 | 0 | 0 | 3 | 0 | 1 | 0 | 3 | 1 | 3 | 0 | 0 | 0 |
| GS-03 % | 100 | 77.09 | 12.78 | 10.13 | 4.85 | 0.00 | 0.00 | 1.32 | 0.00 | 0.44 | 0.00 | 1.32 | 0.44 | 1.32 | 0.00 | 0.00 | 0.00 |
| GS-04 # | 1528 | 1119 | 191 | 218 | 55 | 5 | 2 | 21 | 3 | 0 | 5 | 5 | 2 | 1 | 10 | 0 | 1 |
| GS-04 % | 100 | 73.23 | 12.50 | 14.27 | 3.60 | 0.33 | 0.13 | 1.37 | 0.20 | 0.00 | 0.33 | 0.33 | 0.13 | 0.07 | 0.65 | 0.00 | 0.07 |
| GS-05 # | 4516 | 3079 | 746 | 691 | 143 | 5 | 13 | 47 | 8 | 3 | 10 | 6 | 17 | 6 | 26 | 1 | 1 |
| GS-05 % | 100 | 68.18 | 16.52 | 15.30 | 3.17 | 0.11 | 0.29 | 1.04 | 0.18 | 0.07 | 0.22 | 0.13 | 0.38 | 0.13 | 0.58 | 0.02 | 0.02 |
| GS-06 # | 4756 | 3287 | 714 | 755 | 140 | 2 | 17 | 48 | 10 | 1 | 13 | 6 | 5 | 1 | 37 | 0 | 0 |
| GS-06 % | 100 | 69.11 | 15.01 | 15.87 | 2.94 | 0.04 | 0.36 | 1.01 | 0.21 | 0.02 | 0.27 | 0.13 | 0.11 | 0.02 | 0.78 | 0.00 | 0.00 |
| GS-07 # | 13652 | 10536 | 1601 | 1515 | 263 | 4 | 25 | 81 | 22 | 4 | 15 | 14 | 13 | 3 | 76 | 2 | 4 |
| GS-07 % | 100 | 77.18 | 11.73 | 11.10 | 1.93 | 0.03 | 0.18 | 0.59 | 0.16 | 0.03 | 0.11 | 0.10 | 0.10 | 0.02 | 0.56 | 0.01 | 0.03 |
| GS-08 # | 2564 | 1998 | 256 | 310 | 47 | 1 | 5 | 13 | 5 | 0 | 5 | 4 | 2 | 0 | 12 | 0 | 0 |
| GS-08 % | 100 | 77.93 | 9.98 | 12.09 | 1.83 | 0.04 | 0.20 | 0.51 | 0.20 | 0.00 | 0.20 | 0.16 | 0.08 | 0.00 | 0.47 | 0.00 | 0.00 |
| GS-09 # | 14942 | 11223 | 1851 | 1868 | 332 | 11 | 26 | 110 | 29 | 6 | 16 | 19 | 20 | 1 | 88 | 2 | 4 |
| GS-09 % | 100 | 75.11 | 12.39 | 12.50 | 2.22 | 0.07 | 0.17 | 0.74 | 0.19 | 0.04 | 0.11 | 0.13 | 0.13 | 0.01 | 0.59 | 0.01 | 0.03 |
| GS-10 # | 1723 | 1340 | 184 | 199 | 30 | 1 | 0 | 11 | 3 | 0 | 1 | 4 | 0 | 1 | 9 | 0 | 0 |
| GS-10 % | 100 | 77.77 | 10.68 | 11.55 | 1.74 | 0.06 | 0.00 | 0.64 | 0.17 | 0.00 | 0.06 | 0.23 | 0.00 | 0.06 | 0.52 | 0.00 | 0.00 |
| GS-11 # | 22436 | 17040 | 2412 | 2984 | 572 | 55 | 59 | 191 | 37 | 11 | 25 | 33 | 26 | 3 | 123 | 0 | 9 |
| GS-11 % | 100 | 75.95 | 10.75 | 13.30 | 2.55 | 0.25 | 0.26 | 0.85 | 0.16 | 0.05 | 0.11 | 0.15 | 0.12 | 0.01 | 0.55 | 0.00 | 0.04 |
| GS-12 # | 39998 | 30655 | 3658 | 5685 | 1009 | 26 | 75 | 368 | 90 | 40 | 59 | 59 | 64 | 4 | 193 | 8 | 23 |
| GS-12 % | 100 | 76.64 | 9.15 | 14.21 | 2.52 | 0.07 | 0.19 | 0.92 | 0.23 | 0.10 | 0.15 | 0.15 | 0.16 | 0.01 | 0.48 | 0.02 | 0.06 |
| GS-13 # | 50204 | 41030 | 3279 | 5895 | 1070 | 31 | 52 | 451 | 120 | 33 | 56 | 81 | 67 | 4 | 142 | 4 | 29 |
| GS-13 % | 100 | 81.73 | 6.53 | 11.74 | 2.13 | 0.06 | 0.10 | 0.90 | 0.24 | 0.07 | 0.11 | 0.16 | 0.13 | 0.01 | 0.28 | 0.01 | 0.06 |
| GS-14 # | 8488 | 6904 | 612 | 972 | 171 | 2 | 9 | 85 | 17 | 2 | 10 | 14 | 8 | 0 | 23 | 0 | 1 |
| GS-14 % | 100 | 81.34 | 7.21 | 11.45 | 2.01 | 0.02 | 0.11 | 1.00 | 0.20 | 0.02 | 0.12 | 0.16 | 0.09 | 0.00 | 0.27 | 0.00 | 0.01 |
| GS-15 # | 15049 | 12712 | 811 | 1526 | 266 | 1 | 11 | 129 | 32 | 3 | 22 | 17 | 26 | 0 | 20 | 0 | 5 |
| GS-15 % | 100 | 84.47 | 5.39 | 10.14 | 1.77 | 0.01 | 0.07 | 0.86 | 0.21 | 0.02 | 0.15 | 0.11 | 0.17 | 0.00 | 0.13 | 0.00 | 0.03 |
| All Other (Unspecified GS) # | 39 | 32 | 0 | 7 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

File Process Date and Time: 04/13/2021 04:15 PM

| GS/GM/GL GRADES | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|------------------------------|--------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| All Other (Unspecified GS) % | 100 | 82.05 | 0.00 | 17.95 | 2.56 | 0.00 | 0.00 | 0.00 | 2.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total GS Employees # | 180224 | 141205 | 16368 | 22651 | 4112 | 144 | 294 | 1558 | 377 | 104 | 238 | 266 | 251 | 27 | 759 | 17 | 77 |
| Total GS Employees % | 100 | 78.35 | 9.08 | 12.57 | 2.28 | 0.08 | 0.16 | 0.86 | 0.21 | 0.06 | 0.13 | 0.15 | 0.14 | 0.01 | 0.42 | 0.01 | 0.04 |
| SES # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other Senior Pay # | 74 | 65 | 7 | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Senior Pay % | 100 | 87.84 | 9.46 | 2.70 | 1.35 | 0.00 | 0.00 | 1.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Senior Pay # | 74 | 65 | 7 | 2 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Senior Pay % | 100 | 87.84 | 9.46 | 2.70 | 1.35 | 0.00 | 0.00 | 1.35 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-1 to GS-10 # | 44010 | 32832 | 5596 | 5582 | 1023 | 29 | 88 | 334 | 80 | 15 | 66 | 62 | 60 | 16 | 258 | 5 | 10 |
| GS-1 to GS-10 % | 100 | 74.60 | 12.72 | 12.68 | 2.32 | 0.07 | 0.20 | 0.76 | 0.18 | 0.03 | 0.15 | 0.14 | 0.14 | 0.04 | 0.59 | 0.01 | 0.02 |
| GS-11 to SES # | 136175 | 108341 | 10772 | 17062 | 3088 | 115 | 206 | 1224 | 296 | 89 | 172 | 204 | 191 | 11 | 501 | 12 | 67 |
| GS-11 to SES % | 100 | 79.56 | 7.91 | 12.53 | 2.27 | 0.08 | 0.15 | 0.90 | 0.22 | 0.07 | 0.13 | 0.15 | 0.14 | 0.01 | 0.37 | 0.01 | 0.05 |

Table B4T: GENERAL SCHEDULE (GS) GRADES - Distribution by Disability (Participation Rate)

| | | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|------------------------------|-------|--------------------------|---------------------------|---------------------------------|------------------------|----------------------------------|-----------------------------------|--|--|--------------------------------|---|--|---|---------------------------------|---|------------------|--------------------------------------|
| GS/GM/GL GRADES | Total | | | | | | | | | | | | | | | | |
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| GS-01 # | 40 | 35 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-01 % | 100 | 87.50 | 10.00 | 2.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-02 # | 110 | 98 | 9 | 3 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-02 % | 100 | 89.09 | 8.18 | 2.73 | 0.91 | 0.00 | 0.00 | 0.91 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-03 # | 229 | 199 | 29 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-03 % | 100 | 86.90 | 12.66 | 0.44 | 0.44 | 0.00 | 0.00 | 0.44 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-04 # | 765 | 643 | 105 | 17 | 4 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| GS-04 % | 100 | 84.05 | 13.73 | 2.22 | 0.52 | 0.13 | 0.00 | 0.26 | 0.00 | 0.00 | 0.00 | 0.00 | 0.13 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-05 # | 351 | 256 | 64 | 31 | 9 | 0 | 4 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 0 |
| GS-05 % | 100 | 72.93 | 18.23 | 8.83 | 2.56 | 0.00 | 1.14 | 0.28 | 0.00 | 0.00 | 0.28 | 0.00 | 0.00 | 0.00 | 0.85 | 0.00 | 0.00 |
| GS-06 # | 130 | 94 | 24 | 12 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-06 % | 100 | 72.31 | 18.46 | 9.23 | 0.77 | 0.00 | 0.77 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-07 # | 269 | 202 | 42 | 25 | 4 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 |
| GS-07 % | 100 | 75.09 | 15.61 | 9.29 | 1.49 | 0.00 | 0.37 | 0.37 | 0.00 | 0.00 | 0.00 | 0.00 | 0.37 | 0.00 | 0.37 | 0.00 | 0.00 |
| GS-08 # | 28 | 22 | 5 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| GS-08 % | 100 | 78.57 | 17.86 | 3.57 | 3.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 3.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-09 # | 533 | 431 | 74 | 28 | 7 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 |
| GS-09 % | 100 | 80.86 | 13.88 | 5.25 | 1.31 | 0.38 | 0.00 | 0.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.56 | 0.00 | 0.00 |
| GS-10 # | 7 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-10 % | 100 | 57.14 | 28.57 | 14.29 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-11 # | 278 | 188 | 57 | 33 | 6 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 0 |
| GS-11 % | 100 | 67.63 | 20.50 | 11.87 | 2.16 | 0.00 | 0.00 | 0.00 | 0.36 | 0.00 | 0.36 | 0.00 | 0.00 | 0.00 | 1.44 | 0.00 | 0.00 |
| GS-12 # | 327 | 216 | 76 | 35 | 10 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 0 |
| GS-12 % | 100 | 66.06 | 23.24 | 10.70 | 3.06 | 0.00 | 0.92 | 0.92 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.22 | 0.00 | 0.00 |
| GS-13 # | 611 | 491 | 70 | 50 | 9 | 0 | 3 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| GS-13 % | 100 | 80.36 | 11.46 | 8.18 | 1.47 | 0.00 | 0.49 | 0.82 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.16 | 0.00 | 0.00 |
| GS-14 # | 289 | 217 | 35 | 37 | 8 | 0 | 0 | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| GS-14 % | 100 | 75.09 | 12.11 | 12.80 | 2.77 | 0.00 | 0.00 | 1.38 | 0.00 | 0.00 | 1.04 | 0.00 | 0.00 | 0.00 | 0.35 | 0.00 | 0.00 |
| GS-15 # | 249 | 205 | 31 | 13 | 5 | 0 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GS-15 % | 100 | 82.33 | 12.45 | 5.22 | 2.01 | 0.00 | 0.40 | 1.20 | 0.40 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| All Other (Unspecified GS) # | 28 | 20 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

File Process Date and Time: 04/13/2021 04:15 PM

| GS/GM/GL GRADES | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|------------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| All Other (Unspecified GS) % | 100 | 71.43 | 28.57 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total GS Employees # | 4244 | 3321 | 635 | 288 | 66 | 3 | 13 | 23 | 2 | 0 | 5 | 1 | 2 | 0 | 17 | 0 | 0 |
| Total GS Employees % | 100 | 78.25 | 14.96 | 6.79 | 1.56 | 0.07 | 0.31 | 0.54 | 0.05 | 0.00 | 0.12 | 0.02 | 0.05 | 0.00 | 0.40 | 0.00 | 0.00 |
| SES # | 247 | 227 | 4 | 16 | 4 | 0 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SES % | 100 | 91.90 | 1.62 | 6.48 | 1.62 | 0.00 | 0.40 | 0.81 | 0.00 | 0.00 | 0.40 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Other Senior Pay (Non-SES) # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Senior Pay (Non-SES) % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Total Senior Pay # | 247 | 227 | 4 | 16 | 4 | 0 | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total Senior Pay % | 100 | 91.90 | 1.62 | 6.48 | 1.62 | 0.00 | 0.40 | 0.81 | 0.00 | 0.00 | 0.40 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GS-1 to GS-10 # | 2462 | 1984 | 358 | 120 | 28 | 3 | 6 | 8 | 0 | 0 | 1 | 1 | 2 | 0 | 7 | 0 | 0 |
| GS-1 to GS-10 % | 100 | 80.58 | 14.54 | 4.87 | 1.14 | 0.12 | 0.24 | 0.32 | 0.00 | 0.00 | 0.04 | 0.04 | 0.08 | 0.00 | 0.28 | 0.00 | 0.00 |
| GS-11 to SES # | 2001 | 1544 | 273 | 184 | 42 | 0 | 8 | 17 | 2 | 0 | 5 | 0 | 0 | 0 | 10 | 0 | 0 |
| GS-11 to SES % | 100 | 77.16 | 13.64 | 9.20 | 2.10 | 0.00 | 0.40 | 0.85 | 0.10 | 0.00 | 0.25 | 0.00 | 0.00 | 0.00 | 0.50 | 0.00 | 0.00 |

Table B5P: SALARY - Distribution by Disability (Participation Rate)

| Salary Range | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-----------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Up to \$20,000 # | 39 | 23 | 15 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Up to \$20,000 % | 100 | 58.97 | 38.46 | 2.56 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$20,001-\$30,000 # | 1479 | 1164 | 199 | 116 | 31 | 3 | 1 | 4 | 4 | 1 | 4 | 4 | 1 | 1 | 7 | 0 | 1 |
| \$20,001-\$30,000 % | 100 | 78.70 | 13.46 | 7.84 | 2.10 | 0.20 | 0.07 | 0.27 | 0.27 | 0.07 | 0.27 | 0.27 | 0.07 | 0.07 | 0.47 | 0.00 | 0.07 |
| \$30,001-\$40,000 # | 13413 | 9350 | 2351 | 1712 | 344 | 11 | 40 | 109 | 16 | 4 | 22 | 16 | 25 | 9 | 89 | 1 | 2 |
| \$30,001-\$40,000 % | 100 | 69.71 | 17.53 | 12.76 | 2.56 | 0.08 | 0.30 | 0.81 | 0.12 | 0.03 | 0.16 | 0.12 | 0.19 | 0.07 | 0.66 | 0.01 | 0.01 |
| \$40,001-\$50,000 # | 17053 | 12884 | 1986 | 2183 | 366 | 9 | 35 | 111 | 33 | 6 | 24 | 22 | 19 | 4 | 98 | 3 | 2 |
| \$40,001-\$50,000 % | 100 | 75.55 | 11.65 | 12.80 | 2.15 | 0.05 | 0.21 | 0.65 | 0.19 | 0.04 | 0.14 | 0.13 | 0.11 | 0.02 | 0.57 | 0.02 | 0.01 |
| \$50,001-\$60,000 # | 20650 | 15752 | 2402 | 2496 | 462 | 24 | 44 | 149 | 31 | 7 | 23 | 23 | 27 | 3 | 121 | 1 | 9 |
| \$50,001-\$60,000 % | 100 | 76.28 | 11.63 | 12.09 | 2.24 | 0.12 | 0.21 | 0.72 | 0.15 | 0.03 | 0.11 | 0.11 | 0.13 | 0.01 | 0.59 | 0.00 | 0.04 |
| \$60,001-\$70,000 # | 23047 | 17616 | 2366 | 3065 | 564 | 48 | 43 | 191 | 38 | 16 | 29 | 31 | 26 | 4 | 131 | 1 | 6 |
| \$60,001-\$70,000 % | 100 | 76.44 | 10.27 | 13.30 | 2.45 | 0.21 | 0.19 | 0.83 | 0.16 | 0.07 | 0.13 | 0.13 | 0.11 | 0.02 | 0.57 | 0.00 | 0.03 |
| \$70,001-\$80,000 # | 26793 | 20903 | 2314 | 3576 | 644 | 18 | 46 | 222 | 61 | 27 | 36 | 36 | 48 | 3 | 128 | 6 | 13 |
| \$70,001-\$80,000 % | 100 | 78.02 | 8.64 | 13.35 | 2.40 | 0.07 | 0.17 | 0.83 | 0.23 | 0.10 | 0.13 | 0.13 | 0.18 | 0.01 | 0.48 | 0.02 | 0.05 |
| \$80,001-\$90,000 # | 25038 | 19928 | 1770 | 3340 | 594 | 17 | 40 | 240 | 64 | 16 | 39 | 43 | 33 | 1 | 82 | 2 | 17 |
| \$80,001-\$90,000 % | 100 | 79.59 | 7.07 | 13.34 | 2.37 | 0.07 | 0.16 | 0.96 | 0.26 | 0.06 | 0.16 | 0.17 | 0.13 | 0.00 | 0.33 | 0.01 | 0.07 |
| \$90,001-\$100,000 # | 17263 | 14071 | 1062 | 2130 | 386 | 5 | 18 | 175 | 43 | 10 | 17 | 31 | 26 | 0 | 44 | 2 | 15 |
| \$90,001-\$100,000 % | 100 | 81.51 | 6.15 | 12.34 | 2.24 | 0.03 | 0.10 | 1.01 | 0.25 | 0.06 | 0.10 | 0.18 | 0.15 | 0.00 | 0.25 | 0.01 | 0.09 |
| \$100,001-\$110,000 # | 17942 | 14856 | 963 | 2123 | 376 | 7 | 16 | 180 | 50 | 11 | 15 | 35 | 13 | 2 | 37 | 1 | 9 |
| \$100,001-\$110,000 % | 100 | 82.80 | 5.37 | 11.83 | 2.10 | 0.04 | 0.09 | 1.00 | 0.28 | 0.06 | 0.08 | 0.20 | 0.07 | 0.01 | 0.21 | 0.01 | 0.05 |
| \$110,001-\$120,000 # | 5109 | 4233 | 302 | 574 | 102 | 1 | 6 | 51 | 9 | 3 | 7 | 8 | 11 | 0 | 6 | 0 | 0 |
| \$110,001-\$120,000 % | 100 | 82.85 | 5.91 | 11.24 | 2.00 | 0.02 | 0.12 | 1.00 | 0.18 | 0.06 | 0.14 | 0.16 | 0.22 | 0.00 | 0.12 | 0.00 | 0.00 |
| \$120,001-\$130,000 # | 5734 | 4730 | 337 | 667 | 123 | 0 | 3 | 66 | 14 | 0 | 12 | 8 | 11 | 0 | 7 | 0 | 2 |
| \$120,001-\$130,000 % | 100 | 82.49 | 5.88 | 11.63 | 2.15 | 0.00 | 0.05 | 1.15 | 0.24 | 0.00 | 0.21 | 0.14 | 0.19 | 0.00 | 0.12 | 0.00 | 0.03 |
| \$130,001-\$140,000 # | 3245 | 2753 | 147 | 345 | 52 | 0 | 1 | 27 | 8 | 1 | 4 | 4 | 2 | 0 | 4 | 0 | 1 |
| \$130,001-\$140,000 % | 100 | 84.84 | 4.53 | 10.63 | 1.60 | 0.00 | 0.03 | 0.83 | 0.25 | 0.03 | 0.12 | 0.12 | 0.06 | 0.00 | 0.12 | 0.00 | 0.03 |
| \$140,001-\$150,000 # | 2972 | 2542 | 138 | 292 | 61 | 1 | 1 | 29 | 6 | 2 | 5 | 4 | 8 | 0 | 5 | 0 | 0 |
| \$140,001-\$150,000 % | 100 | 85.53 | 4.64 | 9.83 | 2.05 | 0.03 | 0.03 | 0.98 | 0.20 | 0.07 | 0.17 | 0.13 | 0.27 | 0.00 | 0.17 | 0.00 | 0.00 |
| \$150,001-\$160,000 # | 138 | 128 | 1 | 9 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$150,001-\$160,000 % | 100 | 92.75 | 0.72 | 6.52 | 0.72 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.72 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$160,001-\$170,000 # | 118 | 109 | 3 | 6 | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |

File Process Date and Time: 04/13/2021 04:15 PM

| Salary Range | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| \$160,001-\$170,000 % | 100 | 92.37 | 2.54 | 5.08 | 2.54 | 0.00 | 0.85 | 0.85 | 0.00 | 0.00 | 0.00 | 0.85 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$170,001-\$180,000 # | 392 | 351 | 14 | 27 | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| \$170,001-\$180,000 % | 100 | 89.54 | 3.57 | 6.89 | 1.02 | 0.00 | 0.00 | 0.77 | 0.00 | 0.00 | 0.00 | 0.00 | 0.26 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$180,001 and Greater # | 50 | 39 | 2 | 9 | 3 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$180,001 and Greater % | 100 | 78.00 | 4.00 | 18.00 | 6.00 | 0.00 | 0.00 | 4.00 | 0.00 | 0.00 | 2.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

Table B5T: SALARY - Distribution by Disability (Participation Rate)

| Salary Range | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-----------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| Up to \$20,000 # | 64 | 60 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Up to \$20,000 % | 100 | 93.75 | 6.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$20,001-\$30,000 # | 783 | 651 | 113 | 19 | 5 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| \$20,001-\$30,000 % | 100 | 83.14 | 14.43 | 2.43 | 0.64 | 0.13 | 0.00 | 0.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.13 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$30,001-\$40,000 # | 1114 | 865 | 168 | 81 | 14 | 0 | 6 | 3 | 0 | 0 | 1 | 0 | 1 | 0 | 3 | 0 | 0 |
| \$30,001-\$40,000 % | 100 | 77.65 | 15.08 | 7.27 | 1.26 | 0.00 | 0.54 | 0.27 | 0.00 | 0.00 | 0.09 | 0.00 | 0.09 | 0.00 | 0.27 | 0.00 | 0.00 |
| \$40,001-\$50,000 # | 367 | 279 | 59 | 29 | 6 | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| \$40,001-\$50,000 % | 100 | 76.02 | 16.08 | 7.90 | 1.63 | 0.54 | 0.00 | 0.54 | 0.00 | 0.00 | 0.00 | 0.27 | 0.00 | 0.00 | 0.27 | 0.00 | 0.00 |
| \$50,001-\$60,000 # | 358 | 255 | 61 | 42 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 |
| \$50,001-\$60,000 % | 100 | 71.23 | 17.04 | 11.73 | 1.96 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.96 | 0.00 | 0.00 |
| \$60,001-\$70,000 # | 302 | 211 | 58 | 33 | 5 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 |
| \$60,001-\$70,000 % | 100 | 69.87 | 19.21 | 10.93 | 1.66 | 0.00 | 0.33 | 0.00 | 0.33 | 0.00 | 0.33 | 0.00 | 0.00 | 0.00 | 0.66 | 0.00 | 0.00 |
| \$70,001-\$80,000 # | 247 | 171 | 41 | 35 | 9 | 0 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| \$70,001-\$80,000 % | 100 | 69.23 | 16.60 | 14.17 | 3.64 | 0.00 | 0.81 | 2.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.81 | 0.00 | 0.00 |
| \$80,001-\$90,000 # | 296 | 216 | 46 | 34 | 5 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$80,001-\$90,000 % | 100 | 72.97 | 15.54 | 11.49 | 1.69 | 0.00 | 1.01 | 0.68 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$90,001-\$100,000 # | 189 | 140 | 28 | 21 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$90,001-\$100,000 % | 100 | 74.07 | 14.81 | 11.11 | 0.53 | 0.00 | 0.00 | 0.53 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$100,001-\$110,000 # | 189 | 151 | 17 | 21 | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$100,001-\$110,000 % | 100 | 79.89 | 8.99 | 11.11 | 2.12 | 0.00 | 0.00 | 1.59 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.53 | 0.00 | 0.00 |
| \$110,001-\$120,000 # | 114 | 91 | 10 | 13 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$110,001-\$120,000 % | 100 | 79.82 | 8.77 | 11.40 | 1.75 | 0.00 | 0.88 | 0.88 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$120,001-\$130,000 # | 106 | 88 | 14 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$120,001-\$130,000 % | 100 | 83.02 | 13.21 | 3.77 | 0.94 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.94 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$130,001-\$140,000 # | 105 | 85 | 8 | 12 | 4 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| \$130,001-\$140,000 % | 100 | 80.95 | 7.62 | 11.43 | 3.81 | 0.00 | 0.00 | 1.90 | 0.00 | 0.00 | 0.95 | 0.00 | 0.00 | 0.00 | 0.95 | 0.00 | 0.00 |
| \$140,001-\$150,000 # | 100 | 80 | 12 | 8 | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$140,001-\$150,000 % | 100 | 80.00 | 12.00 | 8.00 | 2.00 | 0.00 | 0.00 | 1.00 | 0.00 | 0.00 | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$150,001-\$160,000 # | 30 | 25 | 2 | 3 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$150,001-\$160,000 % | 100 | 83.33 | 6.67 | 10.00 | 6.67 | 0.00 | 0.00 | 3.33 | 3.33 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$160,001-\$170,000 # | 14 | 13 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

File Process Date and Time: 04/13/2021 04:15 PM

| Salary Range | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| \$160,001-\$170,000 % | 100 | 92.86 | 0.00 | 7.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$170,001-\$180,000 # | 57 | 51 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| \$170,001-\$180,000 % | 100 | 89.47 | 3.51 | 7.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| \$180,001 and Greater # | 261 | 223 | 16 | 22 | 4 | 0 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| \$180,001 and Greater % | 100 | 85.44 | 6.13 | 8.43 | 1.53 | 0.00 | 0.00 | 1.15 | 0.00 | 0.00 | 0.00 | 0.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

File Process Date and Time: 04/13/2021 04:15 PM

Table B6P: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| 501 Goal % | | | | 12.00 | 2.00 | | | | | | | | | | | | |
| MISC. ADMINISTRATION/PROGRAM (0301) # | 5359 | 3728 | 653 | 978 | 186 | 1 | 29 | 73 | 9 | 2 | 12 | 6 | 11 | 0 | 39 | 1 | 3 |
| MISC. ADMINISTRATION/PROGRAM (0301) % | 100 | 69.57 | 12.19 | 18.25 | 3.47 | 0.02 | 0.54 | 1.36 | 0.17 | 0.04 | 0.22 | 0.11 | 0.21 | 0.00 | 0.73 | 0.02 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 465 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 69.57 | 12.19 | 18.25 | 3.47 | 0 | 1 | 1.36 | 0.17 | 0.04 | 0 | 0.11 | 0.21 | 0 | 0.73 | 0.02 | 0 |
| Internal Applications # | 18793 | 9925 | 7575 | 1293 | 732 | 6 | 179 | 95 | 10 | 11 | 55 | 68 | 46 | 2 | 416 | 7 | 13 |
| Internal Applications % | 100 | 52.81 | 40.31 | 6.88 | 3.90 | 0.03 | 0.95 | 0.51 | 0.05 | 0.06 | 0.29 | 0.36 | 0.24 | 0.01 | 2.21 | 0.04 | 0.07 |
| Qualified Internal Applicants # | 8435 | 4466 | 3414 | 555 | 312 | 2 | 70 | 40 | 7 | 1 | 14 | 36 | 14 | 0 | 185 | 0 | 5 |
| Qualified Internal Applicants % | 100 | 52.95 | 40.47 | 6.58 | 3.70 | 0.02 | 0.83 | 0.47 | 0.08 | 0.01 | 0.17 | 0.43 | 0.17 | 0.00 | 2.19 | 0.00 | 0.06 |
| Referred Applicants # | 8435 | 4466 | 3414 | 555 | 312 | 2 | 70 | 40 | 7 | 1 | 14 | 36 | 14 | 0 | 185 | 0 | 5 |
| Referred Applicants % | 100 | 52.95 | 40.47 | 6.58 | 3.70 | 0.02 | 0.83 | 0.47 | 0.08 | 0.01 | 0.17 | 0.43 | 0.17 | 0.00 | 2.19 | 0.00 | 0.06 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 474 | 252 | 200 | 22 | 11 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 0 |
| Internal Selections % | 100 | 53.16 | 42.19 | 4.64 | 2.32 | 0.00 | 0.84 | 0.00 | 0.21 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.48 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 53 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 3948 | 2148 | 1411 | 389 | 154 | 5 | 38 | 12 | 1 | 4 | 13 | 8 | 7 | 0 | 66 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 54.41 | 35.74 | 9.85 | 3.90 | 0.13 | 0.96 | 0.30 | 0.03 | 0.10 | 0.33 | 0.20 | 0.18 | 0.00 | 1.67 | 0.00 | 0.00 |
| Qualified External Applicants # | 2273 | 1272 | 802 | 199 | 69 | 3 | 17 | 6 | 0 | 2 | 6 | 3 | 5 | 0 | 27 | 0 | 0 |
| Qualified External Applicants % | 100 | 55.96 | 35.28 | 8.75 | 3.04 | 0.13 | 0.75 | 0.26 | 0.00 | 0.09 | 0.26 | 0.13 | 0.22 | 0.00 | 1.19 | 0.00 | 0.00 |
| Referred Applicants # | 2273 | 1272 | 802 | 199 | 69 | 3 | 17 | 6 | 0 | 2 | 6 | 3 | 5 | 0 | 27 | 0 | 0 |
| Referred Applicants % | 100 | 55.96 | 35.28 | 8.75 | 3.04 | 0.13 | 0.75 | 0.26 | 0.00 | 0.09 | 0.26 | 0.13 | 0.22 | 0.00 | 1.19 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 56 | 34 | 18 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| External Selections % | 100 | 60.71 | 32.14 | 7.14 | 1.79 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.79 | 0.00 | 0.00 |
| MANAGEMENT PROGRAM ANALYSIS (0343) # | 11815 | 8493 | 1228 | 2094 | 349 | 4 | 27 | 147 | 29 | 9 | 20 | 20 | 20 | 4 | 62 | 0 | 7 |
| MANAGEMENT PROGRAM ANALYSIS (0343) % | 100 | 71.88 | 10.39 | 17.72 | 2.95 | 0.03 | 0.23 | 1.24 | 0.25 | 0.08 | 0.17 | 0.17 | 0.17 | 0.03 | 0.52 | 0.00 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 759 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 71.88 | 10.39 | 17.72 | 2.95 | 0 | 0 | 1.24 | 0.25 | 0.08 | 0 | 0.17 | 0.17 | 0.03 | 0.52 | 0 | 0 |
| Internal Applications # | 37093 | 19356 | 15269 | 2468 | 1235 | 22 | 232 | 190 | 44 | 11 | 85 | 83 | 114 | 5 | 670 | 3 | 18 |
| Internal Applications % | 100 | 52.18 | 41.16 | 6.65 | 3.33 | 0.06 | 0.63 | 0.51 | 0.12 | 0.03 | 0.23 | 0.22 | 0.31 | 0.01 | 1.81 | 0.01 | 0.05 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Qualified Internal Applicants # | 16500 | 8547 | 6850 | 1103 | 523 | 11 | 87 | 84 | 17 | 6 | 39 | 34 | 55 | 3 | 281 | 0 | 7 |
| Qualified Internal Applicants % | 100 | 51.80 | 41.52 | 6.68 | 3.17 | 0.07 | 0.53 | 0.51 | 0.10 | 0.04 | 0.24 | 0.21 | 0.33 | 0.02 | 1.70 | 0.00 | 0.04 |
| Referred Applicants # | 16500 | 8547 | 6850 | 1103 | 523 | 11 | 87 | 84 | 17 | 6 | 39 | 34 | 55 | 3 | 281 | 0 | 7 |
| Referred Applicants % | 100 | 51.80 | 41.52 | 6.68 | 3.17 | 0.07 | 0.53 | 0.51 | 0.10 | 0.04 | 0.24 | 0.21 | 0.33 | 0.02 | 1.70 | 0.00 | 0.04 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 897 | 480 | 386 | 31 | 15 | 1 | 2 | 4 | 1 | 0 | 2 | 0 | 1 | 0 | 7 | 0 | 0 |
| Internal Selections % | 100 | 53.51 | 43.03 | 3.46 | 1.67 | 0.11 | 0.22 | 0.45 | 0.11 | 0.00 | 0.22 | 0.00 | 0.11 | 0.00 | 0.78 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 53 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 5631 | 2985 | 2104 | 542 | 192 | 7 | 24 | 31 | 7 | 3 | 11 | 12 | 11 | 0 | 84 | 0 | 2 |
| Voluntarily Identified Applicants % | 100 | 53.01 | 37.36 | 9.63 | 3.41 | 0.12 | 0.43 | 0.55 | 0.12 | 0.05 | 0.20 | 0.21 | 0.20 | 0.00 | 1.49 | 0.00 | 0.04 |
| Qualified External Applicants # | 2559 | 1396 | 946 | 217 | 74 | 3 | 8 | 14 | 2 | 2 | 8 | 3 | 2 | 0 | 31 | 0 | 1 |
| Qualified External Applicants % | 100 | 54.55 | 36.97 | 8.48 | 2.89 | 0.12 | 0.31 | 0.55 | 0.08 | 0.08 | 0.31 | 0.12 | 0.08 | 0.00 | 1.21 | 0.00 | 0.04 |
| Referred Applicants # | 2559 | 1396 | 946 | 217 | 74 | 3 | 8 | 14 | 2 | 2 | 8 | 3 | 2 | 0 | 31 | 0 | 1 |
| Referred Applicants % | 100 | 54.55 | 36.97 | 8.48 | 2.89 | 0.12 | 0.31 | 0.55 | 0.08 | 0.08 | 0.31 | 0.12 | 0.08 | 0.00 | 1.21 | 0.00 | 0.04 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 72 | 32 | 34 | 6 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| External Selections % | 100 | 44.44 | 47.22 | 8.33 | 2.78 | 0.00 | 0.00 | 1.39 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.39 | 0.00 | 0.00 |
| LOGISTICS MANAGEMENT (0346) # | 6721 | 4636 | 822 | 1263 | 219 | 2 | 22 | 101 | 8 | 6 | 12 | 14 | 13 | 1 | 34 | 2 | 4 |
| LOGISTICS MANAGEMENT (0346) % | 100 | 68.98 | 12.23 | 18.79 | 3.26 | 0.03 | 0.33 | 1.50 | 0.12 | 0.09 | 0.18 | 0.21 | 0.19 | 0.01 | 0.51 | 0.03 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 219 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 68.98 | 12.23 | 18.79 | 3.26 | 0 | 0 | 1.5 | 0.12 | 0.09 | 0 | 0.21 | 0.19 | 0.01 | 0.51 | 0.03 | 0 |
| Internal Applications # | 13421 | 6955 | 5540 | 926 | 588 | 5 | 143 | 66 | 5 | 1 | 50 | 27 | 30 | 2 | 396 | 0 | 17 |
| Internal Applications % | 100 | 51.82 | 41.28 | 6.90 | 4.38 | 0.04 | 1.07 | 0.49 | 0.04 | 0.01 | 0.37 | 0.20 | 0.22 | 0.01 | 2.95 | 0.00 | 0.13 |
| Qualified Internal Applicants # | 6046 | 3185 | 2473 | 388 | 239 | 2 | 55 | 22 | 3 | 0 | 24 | 14 | 15 | 2 | 164 | 0 | 3 |
| Qualified Internal Applicants % | 100 | 52.68 | 40.90 | 6.42 | 3.95 | 0.03 | 0.91 | 0.36 | 0.05 | 0.00 | 0.40 | 0.23 | 0.25 | 0.03 | 2.71 | 0.00 | 0.05 |
| Referred Applicants # | 6046 | 3185 | 2473 | 388 | 239 | 2 | 55 | 22 | 3 | 0 | 24 | 14 | 15 | 2 | 164 | 0 | 3 |
| Referred Applicants % | 100 | 52.68 | 40.90 | 6.42 | 3.95 | 0.03 | 0.91 | 0.36 | 0.05 | 0.00 | 0.40 | 0.23 | 0.25 | 0.03 | 2.71 | 0.00 | 0.05 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 363 | 195 | 151 | 17 | 8 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 7 | 0 | 0 |
| Internal Selections % | 100 | 53.72 | 41.60 | 4.68 | 2.20 | 0.00 | 0.28 | 0.28 | 0.00 | 0.00 | 0.00 | 0.28 | 0.00 | 0.28 | 1.93 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 25 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 2059 | 1059 | 751 | 249 | 113 | 2 | 24 | 11 | 0 | 1 | 3 | 3 | 4 | 0 | 65 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 51.43 | 36.47 | 12.09 | 5.49 | 0.10 | 1.17 | 0.53 | 0.00 | 0.05 | 0.15 | 0.15 | 0.19 | 0.00 | 3.16 | 0.00 | 0.00 |
| Qualified External Applicants # | 1004 | 511 | 396 | 97 | 40 | 0 | 5 | 8 | 0 | 0 | 1 | 2 | 4 | 0 | 20 | 0 | 0 |
| Qualified External Applicants % | 100 | 50.90 | 39.44 | 9.66 | 3.98 | 0.00 | 0.50 | 0.80 | 0.00 | 0.00 | 0.10 | 0.20 | 0.40 | 0.00 | 1.99 | 0.00 | 0.00 |
| Referred Applicants # | 1004 | 511 | 396 | 97 | 40 | 0 | 5 | 8 | 0 | 0 | 1 | 2 | 4 | 0 | 20 | 0 | 0 |
| Referred Applicants % | 100 | 50.90 | 39.44 | 9.66 | 3.98 | 0.00 | 0.50 | 0.80 | 0.00 | 0.00 | 0.10 | 0.20 | 0.40 | 0.00 | 1.99 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 23 | 14 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 60.87 | 39.13 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) % | 6289 | 4960 | 545 | 12.00 | 2.00 | 6 | 6 | 46 | 6 | 8 | 9 | 8 | 9 | 0 | 26 | 2 | 2 |
| FINANCIAL ADMINISTRATION AND PROGRAM (0501) % | 100 | 78.87 | 8.67 | 12.47 | 2.04 | 0.10 | 0.10 | 0.73 | 0.10 | 0.13 | 0.14 | 0.13 | 0.14 | 0.00 | 0.41 | 0.03 | 0.03 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 322 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 78.87 | 8.67 | 12.47 | 2.04 | 0 | 0 | 0.73 | 0.1 | 0.13 | 0 | 0.13 | 0.14 | 0 | 0.41 | 0.03 | 0 |
| Internal Applications # | 13105 | 6936 | 5360 | 809 | 389 | 10 | 38 | 57 | 14 | 4 | 28 | 36 | 23 | 9 | 245 | 0 | 3 |
| Internal Applications % | 100 | 52.93 | 40.90 | 6.17 | 2.97 | 0.08 | 0.29 | 0.43 | 0.11 | 0.03 | 0.21 | 0.27 | 0.18 | 0.07 | 1.87 | 0.00 | 0.02 |
| Qualified Internal Applicants # | 7501 | 3934 | 3081 | 486 | 215 | 6 | 30 | 36 | 8 | 4 | 16 | 16 | 12 | 6 | 132 | 0 | 0 |
| Qualified Internal Applicants % | 100 | 52.45 | 41.07 | 6.48 | 2.87 | 0.08 | 0.40 | 0.48 | 0.11 | 0.05 | 0.21 | 0.21 | 0.16 | 0.08 | 1.76 | 0.00 | 0.00 |
| Referred Applicants # | 7501 | 3934 | 3081 | 486 | 215 | 6 | 30 | 36 | 8 | 4 | 16 | 16 | 12 | 6 | 132 | 0 | 0 |
| Referred Applicants % | 100 | 52.45 | 41.07 | 6.48 | 2.87 | 0.08 | 0.40 | 0.48 | 0.11 | 0.05 | 0.21 | 0.21 | 0.16 | 0.08 | 1.76 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 399 | 204 | 186 | 9 | 3 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 51.13 | 46.62 | 2.26 | 0.75 | 0.00 | 0.50 | 0.00 | 0.00 | 0.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 50 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 3483 | 1984 | 1260 | 239 | 74 | 3 | 4 | 4 | 3 | 0 | 6 | 9 | 3 | 0 | 42 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 56.96 | 36.18 | 6.86 | 2.12 | 0.09 | 0.11 | 0.11 | 0.09 | 0.00 | 0.17 | 0.26 | 0.09 | 0.00 | 1.21 | 0.00 | 0.00 |
| Qualified External Applicants # | 2251 | 1288 | 814 | 149 | 44 | 2 | 2 | 1 | 2 | 0 | 5 | 7 | 1 | 0 | 24 | 0 | 0 |
| Qualified External Applicants % | 100 | 57.22 | 36.16 | 6.62 | 1.95 | 0.09 | 0.09 | 0.04 | 0.09 | 0.00 | 0.22 | 0.31 | 0.04 | 0.00 | 1.07 | 0.00 | 0.00 |

File Process Date and Time: 04/13/2021 04:15 PM

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-------------------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Referred Applicants # | 2251 | 1288 | 814 | 149 | 44 | 2 | 2 | 1 | 2 | 0 | 5 | 7 | 1 | 0 | 24 | 0 | 0 |
| Referred Applicants % | 100 | 57.22 | 36.16 | 6.62 | 1.95 | 0.09 | 0.09 | 0.04 | 0.09 | 0.00 | 0.22 | 0.31 | 0.04 | 0.00 | 1.07 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 80 | 48 | 27 | 5 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 60.00 | 33.75 | 6.25 | 1.25 | 0.00 | 1.25 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| GENERAL ENGINEERING (0801) # | 6453 | 5708 | 284 | 461 | 88 | 7 | 3 | 37 | 8 | 3 | 3 | 11 | 11 | 0 | 5 | 0 | 0 |
| GENERAL ENGINEERING (0801) % | 100 | 88.45 | 4.40 | 7.14 | 1.36 | 0.11 | 0.05 | 0.57 | 0.12 | 0.05 | 0.05 | 0.17 | 0.17 | 0.00 | 0.08 | 0.00 | 0.00 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 246 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 88.45 | 4.4 | 7.14 | 1.36 | 0 | 0 | 0.57 | 0.12 | 0.05 | 0 | 0.17 | 0.17 | 0 | 0.08 | 0 | 0 |
| Internal Applications # | 3743 | 1959 | 1625 | 159 | 63 | 6 | 12 | 13 | 1 | 0 | 10 | 4 | 2 | 0 | 15 | 0 | 0 |
| Internal Applications % | 100 | 52.34 | 43.41 | 4.25 | 1.68 | 0.16 | 0.32 | 0.35 | 0.03 | 0.00 | 0.27 | 0.11 | 0.05 | 0.00 | 0.40 | 0.00 | 0.00 |
| Qualified Internal Applicants # | 1609 | 882 | 686 | 41 | 14 | 2 | 3 | 4 | 1 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 |
| Qualified Internal Applicants % | 100 | 54.82 | 42.64 | 2.55 | 0.87 | 0.12 | 0.19 | 0.25 | 0.06 | 0.00 | 0.06 | 0.06 | 0.00 | 0.00 | 0.12 | 0.00 | 0.00 |
| Referred Applicants # | 1609 | 882 | 686 | 41 | 14 | 2 | 3 | 4 | 1 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 |
| Referred Applicants % | 100 | 54.82 | 42.64 | 2.55 | 0.87 | 0.12 | 0.19 | 0.25 | 0.06 | 0.00 | 0.06 | 0.06 | 0.00 | 0.00 | 0.12 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 1377 | 763 | 590 | 24 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 55.41 | 42.85 | 1.74 | 0.07 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.07 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 15 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 748 | 401 | 298 | 49 | 16 | 1 | 2 | 1 | 1 | 0 | 5 | 0 | 1 | 0 | 5 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 53.61 | 39.84 | 6.55 | 2.14 | 0.13 | 0.27 | 0.13 | 0.13 | 0.00 | 0.67 | 0.00 | 0.13 | 0.00 | 0.67 | 0.00 | 0.00 |
| Qualified External Applicants # | 260 | 137 | 104 | 19 | 6 | 1 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 |
| Qualified External Applicants % | 100 | 52.69 | 40.00 | 7.31 | 2.31 | 0.38 | 0.00 | 0.38 | 0.00 | 0.00 | 0.77 | 0.00 | 0.00 | 0.00 | 0.77 | 0.00 | 0.00 |
| Referred Applicants # | 260 | 137 | 104 | 19 | 6 | 1 | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 | 0 |
| Referred Applicants % | 100 | 52.69 | 40.00 | 7.31 | 2.31 | 0.38 | 0.00 | 0.38 | 0.00 | 0.00 | 0.77 | 0.00 | 0.00 | 0.00 | 0.77 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 184 | 97 | 78 | 9 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 52.72 | 42.39 | 4.89 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| ENGINEERING TECHNICIAN (0802) # | 7358 | 5668 | 700 | 990 | 158 | 5 | 15 | 69 | 14 | 7 | 8 | 10 | 7 | 0 | 16 | 0 | 7 |
| ENGINEERING TECHNICIAN (0802) % | 100 | 77.03 | 9.51 | 13.45 | 2.15 | 0.07 | 0.20 | 0.94 | 0.19 | 0.10 | 0.11 | 0.14 | 0.10 | 0.00 | 0.22 | 0.00 | 0.10 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 285 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 77.03 | 9.51 | 13.45 | 2.15 | 0 | 0 | 0.94 | 0.19 | 0.1 | 0 | 0.14 | 0.1 | 0 | 0.22 | 0 | 0 |
| Internal Applications # | 6555 | 3431 | 2859 | 265 | 117 | 1 | 21 | 15 | 2 | 0 | 13 | 10 | 4 | 1 | 73 | 0 | 5 |
| Internal Applications % | 100 | 52.34 | 43.62 | 4.04 | 1.78 | 0.02 | 0.32 | 0.23 | 0.03 | 0.00 | 0.20 | 0.15 | 0.06 | 0.02 | 1.11 | 0.00 | 0.08 |
| Qualified Internal Applicants # | 2755 | 1426 | 1234 | 95 | 36 | 0 | 10 | 4 | 0 | 0 | 6 | 3 | 0 | 0 | 22 | 0 | 3 |
| Qualified Internal Applicants % | 100 | 51.76 | 44.79 | 3.45 | 1.31 | 0.00 | 0.36 | 0.15 | 0.00 | 0.00 | 0.22 | 0.11 | 0.00 | 0.00 | 0.80 | 0.00 | 0.11 |
| Referred Applicants # | 2755 | 1426 | 1234 | 95 | 36 | 0 | 10 | 4 | 0 | 0 | 6 | 3 | 0 | 0 | 22 | 0 | 3 |
| Referred Applicants % | 100 | 51.76 | 44.79 | 3.45 | 1.31 | 0.00 | 0.36 | 0.15 | 0.00 | 0.00 | 0.22 | 0.11 | 0.00 | 0.00 | 0.80 | 0.00 | 0.11 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 253 | 127 | 116 | 10 | 3 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Internal Selections % | 100 | 50.20 | 45.85 | 3.95 | 1.19 | 0.00 | 0.79 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.40 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 42 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 1763 | 932 | 738 | 93 | 39 | 2 | 9 | 3 | 0 | 0 | 1 | 2 | 1 | 0 | 19 | 0 | 2 |
| Voluntarily Identified Applicants % | 100 | 52.86 | 41.86 | 5.28 | 2.21 | 0.11 | 0.51 | 0.17 | 0.00 | 0.00 | 0.06 | 0.11 | 0.06 | 0.00 | 1.08 | 0.00 | 0.11 |
| Qualified External Applicants # | 966 | 494 | 413 | 59 | 22 | 1 | 4 | 2 | 0 | 0 | 1 | 2 | 0 | 0 | 10 | 0 | 2 |
| Qualified External Applicants % | 100 | 51.14 | 42.75 | 6.11 | 2.28 | 0.10 | 0.41 | 0.21 | 0.00 | 0.00 | 0.10 | 0.21 | 0.00 | 0.00 | 1.04 | 0.00 | 0.21 |
| Referred Applicants # | 966 | 494 | 413 | 59 | 22 | 1 | 4 | 2 | 0 | 0 | 1 | 2 | 0 | 0 | 10 | 0 | 2 |
| Referred Applicants % | 100 | 51.14 | 42.75 | 6.11 | 2.28 | 0.10 | 0.41 | 0.21 | 0.00 | 0.00 | 0.10 | 0.21 | 0.00 | 0.00 | 1.04 | 0.00 | 0.21 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 42 | 18 | 21 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| External Selections % | 100 | 42.86 | 50.00 | 7.14 | 2.38 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 2.38 | 0.00 | 0.00 |
| MECHANICAL ENGINEERING (0830) # | 8314 | 7530 | 331 | 453 | 101 | 13 | 5 | 28 | 19 | 7 | 2 | 7 | 7 | 0 | 13 | 0 | 0 |
| MECHANICAL ENGINEERING (0830) % | 100 | 90.57 | 3.98 | 5.45 | 1.21 | 0.16 | 0.06 | 0.34 | 0.23 | 0.08 | 0.02 | 0.08 | 0.08 | 0.00 | 0.16 | 0.00 | 0.00 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 77 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 90.57 | 3.98 | 5.45 | 1.21 | 0 | 0 | 0.34 | 0.23 | 0.08 | 0 | 0.08 | 0.08 | 0 | 0.16 | 0 | 0 |
| Internal Applications # | 2524 | 1182 | 1269 | 73 | 39 | 1 | 10 | 4 | 2 | 0 | 3 | 6 | 3 | 0 | 13 | 0 | 0 |
| Internal Applications % | 100 | 46.83 | 50.28 | 2.89 | 1.55 | 0.04 | 0.40 | 0.16 | 0.08 | 0.00 | 0.12 | 0.24 | 0.12 | 0.00 | 0.52 | 0.00 | 0.00 |
| Qualified Internal Applicants # | 801 | 394 | 383 | 24 | 10 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 1 | 0 | 5 | 0 | 0 |
| Qualified Internal Applicants % | 100 | 49.19 | 47.82 | 3.00 | 1.25 | 0.00 | 0.00 | 0.25 | 0.12 | 0.00 | 0.12 | 0.00 | 0.12 | 0.00 | 0.62 | 0.00 | 0.00 |
| Referred Applicants # | 801 | 394 | 383 | 24 | 10 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 1 | 0 | 5 | 0 | 0 |

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| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|-------------------------------------|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 9 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 475 | 242 | 204 | 29 | 14 | 0 | 2 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 9 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 50.95 | 42.95 | 6.11 | 2.95 | 0.00 | 0.42 | 0.42 | 0.00 | 0.00 | 0.00 | 0.21 | 0.00 | 0.00 | 1.89 | 0.00 | 0.00 |
| Qualified External Applicants # | 184 | 93 | 76 | 15 | 7 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 4 | 0 | 0 |
| Qualified External Applicants % | 100 | 50.54 | 41.30 | 8.15 | 3.80 | 0.00 | 0.00 | 1.09 | 0.00 | 0.00 | 0.00 | 0.54 | 0.00 | 0.00 | 2.17 | 0.00 | 0.00 |
| Referred Applicants # | 184 | 93 | 76 | 15 | 7 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 4 | 0 | 0 |
| Referred Applicants % | 100 | 50.54 | 41.30 | 8.15 | 3.80 | 0.00 | 0.00 | 1.09 | 0.00 | 0.00 | 0.00 | 0.54 | 0.00 | 0.00 | 2.17 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 13 | 4 | 3 | 6 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 |
| External Selections % | 100 | 30.77 | 23.08 | 46.15 | 23.08 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 23.08 | 0.00 | 0.00 |
| CONTRACTING (1102) # | 5860 | 4809 | 470 | 581 | 93 | 0 | 3 | 29 | 12 | 5 | 6 | 4 | 7 | 1 | 24 | 2 | 0 |
| CONTRACTING (1102) % | 100 | 82.06 | 8.02 | 9.91 | 1.59 | 0.00 | 0.05 | 0.49 | 0.20 | 0.09 | 0.10 | 0.07 | 0.12 | 0.02 | 0.41 | 0.03 | 0.00 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 261 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 82.06 | 8.02 | 9.91 | 1.59 | 0 | 0 | 0.49 | 0.2 | 0.09 | 0 | 0.07 | 0.12 | 0.02 | 0.41 | 0.03 | 0 |
| Internal Applications # | 14681 | 7405 | 6297 | 979 | 506 | 1 | 87 | 53 | 42 | 14 | 45 | 28 | 44 | 1 | 310 | 1 | 18 |
| Internal Applications % | 100 | 50.44 | 42.89 | 6.67 | 3.45 | 0.01 | 0.59 | 0.36 | 0.29 | 0.10 | 0.31 | 0.19 | 0.30 | 0.01 | 2.11 | 0.01 | 0.12 |
| Qualified Internal Applicants # | 8014 | 4001 | 3499 | 514 | 251 | 1 | 50 | 20 | 33 | 6 | 23 | 11 | 35 | 1 | 143 | 0 | 7 |
| Qualified Internal Applicants % | 100 | 49.93 | 43.66 | 6.41 | 3.13 | 0.01 | 0.62 | 0.25 | 0.41 | 0.07 | 0.29 | 0.14 | 0.44 | 0.01 | 1.78 | 0.00 | 0.09 |
| Referred Applicants # | 8014 | 4001 | 3499 | 514 | 251 | 1 | 50 | 20 | 33 | 6 | 23 | 11 | 35 | 1 | 143 | 0 | 7 |
| Referred Applicants % | 100 | 49.93 | 43.66 | 6.41 | 3.13 | 0.01 | 0.62 | 0.25 | 0.41 | 0.07 | 0.29 | 0.14 | 0.44 | 0.01 | 1.78 | 0.00 | 0.09 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 412 | 197 | 203 | 12 | 5 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 |
| Internal Selections % | 100 | 47.82 | 49.27 | 2.91 | 1.21 | 0.00 | 0.24 | 0.00 | 0.73 | 0.00 | 0.00 | 0.00 | 0.24 | 0.00 | 0.49 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 140 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 971 | 561 | 324 | 86 | 32 | 0 | 8 | 0 | 0 | 1 | 3 | 3 | 2 | 0 | 15 | 0 | 0 |
| Voluntarily Identified Applicants % | 100 | 57.78 | 33.37 | 8.86 | 3.30 | 0.00 | 0.82 | 0.00 | 0.00 | 0.10 | 0.31 | 0.31 | 0.21 | 0.00 | 1.54 | 0.00 | 0.00 |
| Qualified External Applicants # | 384 | 215 | 134 | 35 | 13 | 0 | 4 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 6 | 0 | 0 |
| Qualified External Applicants % | 100 | 55.99 | 34.90 | 9.11 | 3.39 | 0.00 | 1.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.52 | 0.26 | 0.00 | 1.56 | 0.00 | 0.00 |
| Referred Applicants # | 384 | 215 | 134 | 35 | 13 | 0 | 4 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 6 | 0 | 0 |
| Referred Applicants % | 100 | 55.99 | 34.90 | 9.11 | 3.39 | 0.00 | 1.04 | 0.00 | 0.00 | 0.00 | 0.00 | 0.52 | 0.26 | 0.00 | 1.56 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

For period covering October 1, 2019 to September 30, 2020.

For period covering October 1, 2019 to September 30, 2020.

| Mission-Critical Occupations | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| External Selections # | 18 | 10 | 8 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 55.56 | 44.44 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) # | 12125 | 8754 | 1388 | 1983 | 363 | 12 | 20 | 129 | 34 | 10 | 21 | 30 | 17 | 0 | 82 | 1 | 7 |
| INFORMATION TECHNOLOGY MANAGEMENT (2210) % | 100 | 72.20 | 11.45 | 16.35 | 2.99 | 0.10 | 0.16 | 1.06 | 0.28 | 0.08 | 0.17 | 0.25 | 0.14 | 0.00 | 0.68 | 0.01 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 324 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 72.2 | 11.45 | 16.35 | 2.99 | 0 | 0 | 1.06 | 0.28 | 0.08 | 0 | 0.25 | 0.14 | 0 | 0.68 | 0.01 | 0 |
| Internal Applications # | 14188 | 7126 | 6112 | 950 | 479 | 5 | 106 | 58 | 5 | 5 | 71 | 22 | 39 | 0 | 268 | 0 | 9 |
| Internal Applications % | 100 | 50.23 | 43.08 | 6.70 | 3.38 | 0.04 | 0.75 | 0.41 | 0.04 | 0.04 | 0.50 | 0.16 | 0.27 | 0.00 | 1.89 | 0.00 | 0.06 |
| Qualified Internal Applicants # | 7442 | 3790 | 3135 | 517 | 231 | 2 | 47 | 30 | 2 | 3 | 41 | 10 | 14 | 0 | 126 | 0 | 5 |
| Qualified Internal Applicants % | 100 | 50.93 | 42.13 | 6.95 | 3.10 | 0.03 | 0.63 | 0.40 | 0.03 | 0.04 | 0.55 | 0.13 | 0.19 | 0.00 | 1.69 | 0.00 | 0.07 |
| Referred Applicants # | 7442 | 3790 | 3135 | 517 | 231 | 2 | 47 | 30 | 2 | 3 | 41 | 10 | 14 | 0 | 126 | 0 | 5 |
| Referred Applicants % | 100 | 50.93 | 42.13 | 6.95 | 3.10 | 0.03 | 0.63 | 0.40 | 0.03 | 0.04 | 0.55 | 0.13 | 0.19 | 0.00 | 1.69 | 0.00 | 0.07 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 366 | 173 | 178 | 15 | 6 | 0 | 2 | 1 | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 0 |
| Internal Selections % | 100 | 47.27 | 48.63 | 4.10 | 1.64 | 0.00 | 0.55 | 0.27 | 0.00 | 0.00 | 0.55 | 0.00 | 0.00 | 0.00 | 1.09 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 0 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 11740 | 5969 | 4552 | 1219 | 489 | 15 | 116 | 45 | 12 | 1 | 49 | 15 | 26 | 1 | 200 | 0 | 9 |
| Voluntarily Identified Applicants % | 100 | 50.84 | 38.77 | 10.38 | 4.17 | 0.13 | 0.99 | 0.38 | 0.10 | 0.01 | 0.42 | 0.13 | 0.22 | 0.01 | 1.70 | 0.00 | 0.08 |
| Qualified External Applicants # | 6610 | 3331 | 2555 | 724 | 293 | 5 | 75 | 32 | 8 | 1 | 28 | 7 | 21 | 1 | 109 | 0 | 6 |
| Qualified External Applicants % | 100 | 50.39 | 38.65 | 10.95 | 4.43 | 0.08 | 1.13 | 0.48 | 0.12 | 0.02 | 0.42 | 0.11 | 0.32 | 0.02 | 1.65 | 0.00 | 0.09 |
| Referred Applicants # | 6610 | 3331 | 2555 | 724 | 293 | 5 | 75 | 32 | 8 | 1 | 28 | 7 | 21 | 1 | 109 | 0 | 6 |
| Referred Applicants % | 100 | 50.39 | 38.65 | 10.95 | 4.43 | 0.08 | 1.13 | 0.48 | 0.12 | 0.02 | 0.42 | 0.11 | 0.32 | 0.02 | 1.65 | 0.00 | 0.09 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 196 | 109 | 83 | 4 | 3 | 0 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 55.61 | 42.35 | 2.04 | 1.53 | 0.00 | 0.51 | 1.02 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Vacancy Announcements # | 0 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

For period covering October 1, 2019 to September 30, 2020.

For period covering October 1, 2019 to September 30, 2020.

[illegible]

Table B6T: MISSION-CRITICAL OCCUPATIONS - Distribution by Disability (Participation Rate)

[illegible]

DOD Department of the Navy

For period covering October 1, 2019 to September 30, 2020.

File Process Date and Time: 04/13/2021 04:15 PM

[illegible]

Table B7: SENIOR GRADE LEVELS - Distribution by Disability (Participation Rate)

[illegible]

File Process Date and Time: 04/13/2021 04:15 PM

File Process Date and Time: 04/13/2021 04:15 PM

| | | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|--------------------------|---------------------------|---------------------------------|------------------------|----------------------------------|-----------------------------------|---|---|--------------------------------|---|---|---|------------------------------------|--|------------------|--------------------------------------|
| Upward Mobility to Senior Grade Levels | Total | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| GS-15 or Equivalent # | 15049 | 12712 | 811 | 1526 | 266 | 1 | 11 | 129 | 32 | 3 | 22 | 17 | 26 | 0 | 20 | 0 | 5 |
| GS-15 or Equivalent % | 100 | 84.47 | 5.39 | 10.14 | 1.77 | 0.01 | 0.07 | 0.86 | 0.21 | 0.02 | 0.15 | 0.11 | 0.17 | 0.00 | 0.13 | 0.00 | 0.03 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 225 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 83.01 | 7.36 | 9.63 | 2.06 | 0 | 0 | 1.02 | 0.2 | 0.02 | 0 | 0.17 | 0.1 | 0 | 0.28 | 0 | 0 |
| Internal Applications # | 7490 | 3696 | 3408 | 386 | 181 | 1 | 57 | 46 | 4 | 0 | 15 | 31 | 12 | 0 | 61 | 0 | 3 |
| Internal Applications % | 100 | 49.35 | 45.50 | 5.15 | 2.42 | 0.01 | 0.76 | 0.61 | 0.05 | 0.00 | 0.20 | 0.41 | 0.16 | 0.00 | 0.81 | 0.00 | 0.04 |
| Qualified Internal Applicants # | 3582 | 1812 | 1618 | 152 | 70 | 0 | 19 | 19 | 2 | 0 | 5 | 13 | 4 | 0 | 21 | 0 | 0 |
| Qualified Internal Applicants % | 100 | 50.59 | 45.17 | 4.24 | 1.95 | 0.00 | 0.53 | 0.53 | 0.06 | 0.00 | 0.14 | 0.36 | 0.11 | 0.00 | 0.59 | 0.00 | 0.00 |
| Referred Applicants # | 3582 | 1812 | 1618 | 152 | 70 | 0 | 19 | 19 | 2 | 0 | 5 | 13 | 4 | 0 | 21 | 0 | 0 |
| Referred Applicants % | 100 | 50.59 | 45.17 | 4.24 | 1.95 | 0.00 | 0.53 | 0.53 | 0.06 | 0.00 | 0.14 | 0.36 | 0.11 | 0.00 | 0.59 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 191 | 96 | 94 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 50.26 | 49.21 | 0.52 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 45 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 819 | 407 | 368 | 44 | 27 | 0 | 10 | 8 | 0 | 0 | 1 | 0 | 1 | 0 | 11 | 0 | 1 |
| Voluntarily Identified Applicants % | 100 | 49.69 | 44.93 | 5.37 | 3.30 | 0.00 | 1.22 | 0.98 | 0.00 | 0.00 | 0.12 | 0.00 | 0.12 | 0.00 | 1.34 | 0.00 | 0.12 |
| Qualified External Applicants # | 484 | 241 | 225 | 18 | 9 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| Qualified External Applicants % | 100 | 49.79 | 46.49 | 3.72 | 1.86 | 0.00 | 0.83 | 0.62 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.41 | 0.00 | 0.00 |
| Referred Applicants # | 484 | 241 | 225 | 18 | 9 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| Referred Applicants % | 100 | 49.79 | 46.49 | 3.72 | 1.86 | 0.00 | 0.83 | 0.62 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.41 | 0.00 | 0.00 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 7 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | 100 | 42.86 | 57.14 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |

File Process Date and Time: 04/13/2021 04:15 PM

File Process Date and Time: 04/13/2021 04:15 PM

| Upward Mobility to Senior Grade Levels | | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|--|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Slots for Career Development Program # | | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | | |
| GS-14 or Equivalent # | | 8488 | 6904 | 612 | 972 | 171 | 2 | 9 | 85 | 17 | 2 | 10 | 14 | 8 | 0 | 23 | 0 | 1 |
| GS-14 or Equivalent % | | 100 | 81.34 | 7.21 | 11.45 | 2.01 | 0.02 | 0.11 | 1.00 | 0.20 | 0.02 | 0.12 | 0.16 | 0.09 | 0.00 | 0.27 | 0.00 | 0.01 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | | 598 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | | 100 | 83.51 | 6.67 | 9.82 | 2.18 | 0 | 0 | 0.92 | 0.24 | 0.07 | 0 | 0.16 | 0.14 | 0.01 | 0.29 | 0.01 | 0 |
| Internal Applications # | | 19345 | 9807 | 8521 | 1017 | 461 | 12 | 113 | 83 | 13 | 3 | 57 | 45 | 17 | 3 | 208 | 0 | 20 |
| Internal Applications % | | 100 | 50.70 | 44.05 | 5.26 | 2.38 | 0.06 | 0.58 | 0.43 | 0.07 | 0.02 | 0.29 | 0.23 | 0.09 | 0.02 | 1.08 | 0.00 | 0.10 |
| Qualified Internal Applicants # | | 9297 | 4741 | 4141 | 415 | 168 | 4 | 36 | 30 | 9 | 1 | 14 | 15 | 4 | 2 | 76 | 0 | 7 |
| Qualified Internal Applicants % | | 100 | 50.99 | 44.54 | 4.46 | 1.81 | 0.04 | 0.39 | 0.32 | 0.10 | 0.01 | 0.15 | 0.16 | 0.04 | 0.02 | 0.82 | 0.00 | 0.08 |
| Referred Applicants # | | 9297 | 4741 | 4141 | 415 | 168 | 4 | 36 | 30 | 9 | 1 | 14 | 15 | 4 | 2 | 76 | 0 | 7 |
| Referred Applicants % | | 100 | 50.99 | 44.54 | 4.46 | 1.81 | 0.04 | 0.39 | 0.32 | 0.10 | 0.01 | 0.15 | 0.16 | 0.04 | 0.02 | 0.82 | 0.00 | 0.08 |
| Interviewed Applicants # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | | 490 | 239 | 244 | 7 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Internal Selections % | | 100 | 48.78 | 49.80 | 1.43 | 0.41 | 0.00 | 0.41 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.20 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | | 128 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | | 2611 | 1331 | 1124 | 156 | 64 | 0 | 19 | 8 | 4 | 0 | 9 | 4 | 2 | 0 | 29 | 0 | 1 |
| Voluntarily Identified Applicants % | | 100 | 50.98 | 43.05 | 5.97 | 2.45 | 0.00 | 0.73 | 0.31 | 0.15 | 0.00 | 0.34 | 0.15 | 0.08 | 0.00 | 1.11 | 0.00 | 0.04 |
| Qualified External Applicants # | | 1276 | 639 | 561 | 76 | 29 | 0 | 10 | 3 | 2 | 0 | 5 | 1 | 1 | 0 | 11 | 0 | 1 |
| Qualified External Applicants % | | 100 | 50.08 | 43.97 | 5.96 | 2.27 | 0.00 | 0.78 | 0.24 | 0.16 | 0.00 | 0.39 | 0.08 | 0.08 | 0.00 | 0.86 | 0.00 | 0.08 |
| Referred Applicants # | | 1276 | 639 | 561 | 76 | 29 | 0 | 10 | 3 | 2 | 0 | 5 | 1 | 1 | 0 | 11 | 0 | 1 |
| Referred Applicants % | | 100 | 50.08 | 43.97 | 5.96 | 2.27 | 0.00 | 0.78 | 0.24 | 0.16 | 0.00 | 0.39 | 0.08 | 0.08 | 0.00 | 0.86 | 0.00 | 0.08 |
| Interviewed Applicants # | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | | 38 | 26 | 11 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| External Selections % | | 100 | 68.42 | 28.95 | 2.63 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| Upward Mobility to Senior Grade Levels | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| GS-13 or Equivalent # | 50204 | 41030 | 3279 | 5895 | 1070 | 31 | 52 | 451 | 120 | 33 | 56 | 81 | 67 | 4 | 142 | 4 | 29 |
| GS-13 or Equivalent % | 100 | 81.73 | 6.53 | 11.74 | 2.13 | 0.06 | 0.10 | 0.90 | 0.24 | 0.07 | 0.11 | 0.16 | 0.13 | 0.01 | 0.28 | 0.01 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 1649 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 78.62 | 9.38 | 11.99 | 2.59 | 0 | 0 | 0.94 | 0.23 | 0.1 | 0 | 0.15 | 0.16 | 0.01 | 0.5 | 0.02 | 0 |
| Internal Applications # | 45064 | 22761 | 19530 | 2773 | 1505 | 16 | 378 | 223 | 44 | 18 | 150 | 67 | 101 | 6 | 835 | 3 | 23 |
| Internal Applications % | 100 | 50.51 | 43.34 | 6.15 | 3.34 | 0.04 | 0.84 | 0.49 | 0.10 | 0.04 | 0.33 | 0.15 | 0.22 | 0.01 | 1.85 | 0.01 | 0.05 |
| Qualified Internal Applicants # | 21353 | 10853 | 9195 | 1305 | 659 | 7 | 151 | 111 | 21 | 9 | 58 | 33 | 48 | 3 | 358 | 0 | 9 |
| Qualified Internal Applicants % | 100 | 50.83 | 43.06 | 6.11 | 3.09 | 0.03 | 0.71 | 0.52 | 0.10 | 0.04 | 0.27 | 0.15 | 0.22 | 0.01 | 1.68 | 0.00 | 0.04 |
| Referred Applicants # | 21353 | 10853 | 9195 | 1305 | 659 | 7 | 151 | 111 | 21 | 9 | 58 | 33 | 48 | 3 | 358 | 0 | 9 |
| Referred Applicants % | 100 | 50.83 | 43.06 | 6.11 | 3.09 | 0.03 | 0.71 | 0.52 | 0.10 | 0.04 | 0.27 | 0.15 | 0.22 | 0.01 | 1.68 | 0.00 | 0.04 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 1417 | 698 | 680 | 39 | 15 | 1 | 3 | 3 | 2 | 0 | 2 | 1 | 1 | 1 | 7 | 0 | 0 |
| Internal Selections % | 100 | 49.26 | 47.99 | 2.75 | 1.06 | 0.07 | 0.21 | 0.21 | 0.14 | 0.00 | 0.14 | 0.07 | 0.07 | 0.07 | 0.49 | 0.00 | 0.00 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 45 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 7437 | 4100 | 2900 | 437 | 227 | 7 | 48 | 29 | 6 | 2 | 28 | 11 | 18 | 1 | 119 | 0 | 3 |
| Voluntarily Identified Applicants % | 100 | 55.13 | 38.99 | 5.88 | 3.05 | 0.09 | 0.65 | 0.39 | 0.08 | 0.03 | 0.38 | 0.15 | 0.24 | 0.01 | 1.60 | 0.00 | 0.04 |
| Qualified External Applicants # | 4050 | 2250 | 1571 | 229 | 119 | 1 | 23 | 21 | 3 | 1 | 16 | 8 | 11 | 0 | 57 | 0 | 2 |
| Qualified External Applicants % | 100 | 55.56 | 38.79 | 5.65 | 2.94 | 0.02 | 0.57 | 0.52 | 0.07 | 0.02 | 0.40 | 0.20 | 0.27 | 0.00 | 1.41 | 0.00 | 0.05 |
| Referred Applicants # | 4050 | 2250 | 1571 | 229 | 119 | 1 | 23 | 21 | 3 | 1 | 16 | 8 | 11 | 0 | 57 | 0 | 2 |
| Referred Applicants % | 100 | 55.56 | 38.79 | 5.65 | 2.94 | 0.02 | 0.57 | 0.52 | 0.07 | 0.02 | 0.40 | 0.20 | 0.27 | 0.00 | 1.41 | 0.00 | 0.05 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| External Selections # | 7 | 3 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

For period covering October 1, 2019 to September 30, 2020.

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Table B8: MANAGEMENT POSITIONS - Distribution by Disability (Participation Rate)

[illegible]

File Process Date and Time: 04/13/2021 04:15 PM

File Process Date and Time: 04/13/2021 04:15 PM

| Upward Mobility To Management Positions | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | |
| Managers # | 16793 | 13589 | 1055 | 2149 | 333 | 3 | 16 | 157 | 27 | 11 | 19 | 24 | 15 | 0 | 50 | 0 | 11 |
| Managers % | 100 | 80.92 | 6.28 | 12.80 | 1.98 | 0.02 | 0.10 | 0.93 | 0.16 | 0.07 | 0.11 | 0.14 | 0.09 | 0.00 | 0.30 | 0.00 | 0.07 |
| GS-13 # | 49134 | 41030 | 3279 | 4825 | 1070 | 31 | 52 | 451 | 120 | 33 | 56 | 81 | 67 | 4 | 142 | 4 | 29 |
| GS-13 % | 100 | 83.51 | 6.67 | 9.82 | 2.18 | 0.06 | 0.11 | 0.92 | 0.24 | 0.07 | 0.11 | 0.16 | 0.14 | 0.01 | 0.29 | 0.01 | 0.06 |
| GS-14 # | 8317 | 6904 | 612 | 801 | 171 | 2 | 9 | 85 | 17 | 2 | 10 | 14 | 8 | 0 | 23 | 0 | 1 |
| GS-14 % | 100 | 83.01 | 7.36 | 9.63 | 2.06 | 0.02 | 0.11 | 1.02 | 0.20 | 0.02 | 0.12 | 0.17 | 0.10 | 0.00 | 0.28 | 0.00 | 0.01 |
| | | | | | | | | | | | | | | | | | |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 2247 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 83.43 | 6.77 | 9.79 | 2.16 | 3 | 5 | 43.19 | 11.04 | 2.82 | 5 | 7.66 | 6.04 | 0.32 | 13.3 | 0.32 | 2 |
| Internal Applications # | 10048 | 5431 | 4024 | 593 | 291 | 7 | 67 | 37 | 10 | 2 | 37 | 15 | 20 | 1 | 148 | 0 | 4 |
| Internal Applications % | 100 | 54.05 | 40.05 | 5.90 | 2.90 | 0.07 | 0.67 | 0.37 | 0.10 | 0.02 | 0.37 | 0.15 | 0.20 | 0.01 | 1.47 | 0.00 | 0.04 |
| Qualified Internal Applicants # | 5326 | 2889 | 2132 | 305 | 148 | 1 | 33 | 24 | 5 | 1 | 21 | 9 | 12 | 0 | 68 | 0 | 3 |
| Qualified Internal Applicants % | 100 | 54.24 | 40.03 | 5.73 | 2.78 | 0.02 | 0.62 | 0.45 | 0.09 | 0.02 | 0.39 | 0.17 | 0.23 | 0.00 | 1.28 | 0.00 | 0.06 |
| Referred Applicants # | 5326 | 2889 | 2132 | 305 | 148 | 1 | 33 | 24 | 5 | 1 | 21 | 9 | 12 | 0 | 68 | 0 | 3 |
| Referred Applicants % | 100 | 54.24 | 40.03 | 5.73 | 2.78 | 0.02 | 0.62 | 0.45 | 0.09 | 0.02 | 0.39 | 0.17 | 0.23 | 0.00 | 1.28 | 0.00 | 0.06 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 45 | 29 | 15 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Internal Selections % | 100 | 64.44 | 33.33 | 2.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 459 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 10048 | 5431 | 4024 | 593 | 291 | 7 | 67 | 37 | 10 | 2 | 37 | 15 | 20 | 1 | 148 | 0 | 4 |
| Voluntarily Identified Applicants % | 100 | 54.05 | 40.05 | 5.90 | 2.90 | 0.07 | 0.67 | 0.37 | 0.10 | 0.02 | 0.37 | 0.15 | 0.20 | 0.01 | 1.47 | 0.00 | 0.04 |
| Qualified External Applicants # | 5326 | 2889 | 2132 | 305 | 148 | 1 | 33 | 24 | 5 | 1 | 21 | 9 | 12 | 0 | 68 | 0 | 3 |
| Qualified External Applicants % | 100 | 54.24 | 40.03 | 5.73 | 2.78 | 0.02 | 0.62 | 0.45 | 0.09 | 0.02 | 0.39 | 0.17 | 0.23 | 0.00 | 1.28 | 0.00 | 0.06 |
| Referred Applicants # | 5326 | 2889 | 2132 | 305 | 148 | 1 | 33 | 24 | 5 | 1 | 21 | 9 | 12 | 0 | 68 | 0 | 3 |
| Referred Applicants % | 100 | 54.24 | 40.03 | 5.73 | 2.78 | 0.02 | 0.62 | 0.45 | 0.09 | 0.02 | 0.39 | 0.17 | 0.23 | 0.00 | 1.28 | 0.00 | 0.06 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

File Process Date and Time: 04/13/2021 04:15 PM

For period covering October 1, 2019 to September 30, 2020.

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For period covering October 1, 2019 to September 30, 2020.

For period covering October 1, 2019 to September 30, 2020.

| Upward Mobility To Management Positions | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|-------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| External Selections % | 100 | 64.44 | 33.33 | 2.22 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| CAREER DEVELOPMENT PROGRAM | | | | | | | | | | | | | | | | | |
| Slots for Career Development Program # | 0 | | | | | | | | | | | | | | | | |
| Eligible for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Eligible for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Applicants for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Applicants for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Selections for Career Development Program # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Selections for Career Development Program % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | | | | | | | | | | | | | | | | | |
| Supervisors # | 61598 | 45175 | 6610 | 9813 | 1687 | 23 | 149 | 649 | 139 | 41 | 93 | 87 | 100 | 13 | 355 | 10 | 28 |
| Supervisors % | 100 | 73.34 | 10.73 | 15.93 | 2.74 | 0.04 | 0.24 | 1.05 | 0.23 | 0.07 | 0.15 | 0.14 | 0.16 | 0.02 | 0.58 | 0.02 | 0.05 |
| GS-12 # | 38989 | 30655 | 3658 | 4676 | 1009 | 26 | 75 | 368 | 90 | 40 | 59 | 59 | 64 | 4 | 193 | 8 | 23 |
| GS-12 % | 100 | 78.62 | 9.38 | 11.99 | 2.59 | 0.07 | 0.19 | 0.94 | 0.23 | 0.10 | 0.15 | 0.15 | 0.16 | 0.01 | 0.50 | 0.02 | 0.06 |
| INTERNAL COMPETITIVE PROMOTIONS | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 1923 | | | | | | | | | | | | | | | | |
| Relevant Applicant Pool % | 100 | 78.62 | 9.38 | 11.99 | 2.59 | 0 | 0 | 0.94 | 0.23 | 0.1 | 0 | 0.15 | 0.16 | 0.01 | 0.5 | 0.02 | 0 |
| Internal Applications # | 57320 | 29688 | 23744 | 3888 | 2115 | 13 | 430 | 262 | 48 | 22 | 164 | 155 | 214 | 7 | 1274 | 6 | 38 |
| Internal Applications % | 100 | 51.79 | 41.42 | 6.78 | 3.69 | 0.02 | 0.75 | 0.46 | 0.08 | 0.04 | 0.29 | 0.27 | 0.37 | 0.01 | 2.22 | 0.01 | 0.07 |
| Qualified Internal Applicants # | 26156 | 13716 | 10677 | 1763 | 907 | 5 | 173 | 114 | 31 | 9 | 73 | 84 | 105 | 5 | 523 | 3 | 18 |
| Qualified Internal Applicants % | 100 | 52.44 | 40.82 | 6.74 | 3.47 | 0.02 | 0.66 | 0.44 | 0.12 | 0.03 | 0.28 | 0.32 | 0.40 | 0.02 | 2.00 | 0.01 | 0.07 |
| Referred Applicants # | 26156 | 13716 | 10677 | 1763 | 907 | 5 | 173 | 114 | 31 | 9 | 73 | 84 | 105 | 5 | 523 | 3 | 18 |
| Referred Applicants % | 100 | 52.44 | 40.82 | 6.74 | 3.47 | 0.02 | 0.66 | 0.44 | 0.12 | 0.03 | 0.28 | 0.32 | 0.40 | 0.02 | 2.00 | 0.01 | 0.07 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Interviewed Applicants % | 100 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Internal Selections # | 20135 | 10466 | 8311 | 1358 | 694 | 3 | 146 | 86 | 24 | 7 | 58 | 70 | 82 | 4 | 393 | 3 | 13 |
| Internal Selections % | 100 | 51.98 | 41.28 | 6.74 | 3.45 | 0.01 | 0.73 | 0.43 | 0.12 | 0.03 | 0.29 | 0.35 | 0.41 | 0.02 | 1.95 | 0.01 | 0.06 |
| NEW HIRES | | | | | | | | | | | | | | | | | |
| Vacancy Announcements # | 334 | | | | | | | | | | | | | | | | |
| Voluntarily Identified Applicants # | 10584 | 5857 | 4135 | 592 | 304 | 9 | 56 | 29 | 8 | 2 | 29 | 21 | 34 | 2 | 182 | 1 | 1 |
| Voluntarily Identified Applicants % | 100 | 55.34 | 39.07 | 5.59 | 2.87 | 0.09 | 0.53 | 0.27 | 0.08 | 0.02 | 0.27 | 0.20 | 0.32 | 0.02 | 1.72 | 0.01 | 0.01 |
| Qualified External Applicants # | 5280 | 2950 | 2034 | 296 | 140 | 2 | 21 | 19 | 4 | 1 | 15 | 12 | 17 | 1 | 79 | 1 | 1 |
| Qualified External Applicants % | 100 | 55.87 | 38.52 | 5.61 | 2.65 | 0.04 | 0.40 | 0.36 | 0.08 | 0.02 | 0.28 | 0.23 | 0.32 | 0.02 | 1.50 | 0.02 | 0.02 |
| Referred Applicants # | 5280 | 2950 | 2034 | 296 | 140 | 2 | 21 | 19 | 4 | 1 | 15 | 12 | 17 | 1 | 79 | 1 | 1 |
| Referred Applicants % | 100 | 55.87 | 38.52 | 5.61 | 2.65 | 0.04 | 0.40 | 0.36 | 0.08 | 0.02 | 0.28 | 0.23 | 0.32 | 0.02 | 1.50 | 0.02 | 0.02 |
| Interviewed Applicants # | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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Table B9-1: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Participation Rate)

| Awards | Total | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|----------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 43513 | 35307 | 4051 | 4155 | 1006 | 39 | 61 | 399 | 76 | 33 | 56 | 62 | 46 | 15 | 187 | 7 | 25 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 100 | 81.14 | 9.31 | 9.55 | 2.31 | 0.09 | 0.14 | 0.92 | 0.17 | 0.08 | 0.13 | 0.14 | 0.11 | 0.03 | 0.43 | 0.02 | 0.06 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 281751 | 227229 | 26646 | 27876 | 6885 | 237 | 440 | 2667 | 526 | 222 | 430 | 421 | 320 | 105 | 1281 | 56 | 180 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 6.48 | 6.44 | 6.58 | 6.71 | 6.84 | 6 | 7 | 6.68 | 6.92 | 6.73 | 8 | 6.79 | 6.96 | 7 | 6.85 | 8 | 7 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 13468 | 10383 | 1479 | 1606 | 308 | 10 | 16 | 127 | 24 | 7 | 15 | 19 | 20 | 7 | 59 | 0 | 4 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 100 | 77.09 | 10.98 | 11.92 | 2.29 | 0.07 | 0.12 | 0.94 | 0.18 | 0.05 | 0.11 | 0.14 | 0.15 | 0.05 | 0.44 | 0.00 | 0.03 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 209960 | 161336 | 23354 | 25270 | 4938 | 164 | 264 | 1985 | 385 | 124 | 249 | 310 | 336 | 113 | 960 | 0 | 48 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 15.59 | 15.54 | 15.79 | 15.73 | 16.03 | 16 | 17 | 15.63 | 16.04 | 17.71 | 17 | 16.32 | 16.8 | 16.14 | 16.27 | 0 | 12 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 7755 | 5808 | 894 | 1053 | 185 | 2 | 10 | 90 | 13 | 3 | 11 | 7 | 7 | 0 | 38 | 1 | 3 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 100 | 74.89 | 11.53 | 13.58 | 2.39 | 0.03 | 0.13 | 1.16 | 0.17 | 0.04 | 0.14 | 0.09 | 0.09 | 0.00 | 0.49 | 0.01 | 0.04 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 185489 | 138880 | 21518 | 25091 | 4454 | 48 | 238 | 2161 | 328 | 72 | 272 | 145 | 166 | 0 | 930 | 24 | 70 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 23.92 | 23.91 | 24.07 | 23.83 | 24.08 | 24 | 24 | 24.01 | 25.23 | 24 | 25 | 20.71 | 23.71 | 0 | 24.47 | 24 | 23 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 8042 | 6027 | 986 | 1029 | 217 | 5 | 16 | 103 | 11 | 6 | 8 | 11 | 7 | 0 | 46 | 0 | 4 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 100 | 74.94 | 12.26 | 12.80 | 2.70 | 0.06 | 0.20 | 1.28 | 0.14 | 0.07 | 0.10 | 0.14 | 0.09 | 0.00 | 0.57 | 0.00 | 0.05 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 299188 | 224267 | 36476 | 38445 | 8021 | 144 | 568 | 3893 | 407 | 224 | 288 | 407 | 266 | 0 | 1664 | 0 | 160 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37.2 | 37.21 | 36.99 | 37.36 | 36.96 | 29 | 36 | 37.8 | 37 | 37.33 | 36 | 37 | 38 | 0 | 36.17 | 0 | 40 |
| Time-Off Awards 41 or more Hours: Awards Given # | 50 | 43 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given % | 100 | 86.00 | 8.00 | 6.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 2613 | 2253 | 216 | 144 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Average Hours # | 52.26 | 52.4 | 54 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CASH AWARDS | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 101258 | 82748 | 8894 | 9616 | 1953 | 132 | 114 | 698 | 194 | 42 | 91 | 110 | 108 | 31 | 399 | 3 | 31 |
| Cash Awards \$500 and Under: Awards Given % | 100 | 81.72 | 8.78 | 9.50 | 1.93 | 0.13 | 0.11 | 0.69 | 0.19 | 0.04 | 0.09 | 0.11 | 0.11 | 0.03 | 0.39 | 0.00 | 0.03 |
| Cash Awards \$500 and Under: Total Amount \$ | 30726443 | 25333709 | 2826801 | 2565933 | 646680 | 39847 | 40808 | 230767 | 60497 | 12414 | 31783 | 39816 | 36663 | 10091 | 132870 | 1124 | 10000 |
| Cash Awards \$500 and Under: Average Amount \$ | 303.45 | 306.15 | 317.83 | 266.84 | 331.12 | 302 | 358 | 330.61 | 311.84 | 295.57 | 349 | 361.96 | 339.47 | 325.52 | 333.01 | 374.67 | 323 |
| Cash Awards: \$501 - \$999: Awards Given # | 77835 | 63208 | 7095 | 7532 | 1713 | 71 | 113 | 660 | 155 | 38 | 96 | 100 | 99 | 16 | 316 | 7 | 42 |
| Cash Awards: \$501 - \$999: Awards Given % | 100 | 81.21 | 9.12 | 9.68 | 2.20 | 0.09 | 0.15 | 0.85 | 0.20 | 0.05 | 0.12 | 0.13 | 0.13 | 0.02 | 0.41 | 0.01 | 0.05 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 56227585 | 45665962 | 5037663 | 5523960 | 1247662 | 49819 | 84023 | 479136 | 114220 | 27608 | 71441 | 73234 | 73150 | 10353 | 228770 | 5669 | 30239 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 722.39 | 722.47 | 710.03 | 733.4 | 728.35 | 702 | 744 | 725.96 | 736.9 | 726.53 | 744 | 732.34 | 738.89 | 647.06 | 723.96 | 809.86 | 720 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 63772 | 52802 | 4550 | 6420 | 1431 | 43 | 86 | 641 | 141 | 34 | 71 | 90 | 71 | 9 | 215 | 7 | 23 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 100 | 82.80 | 7.13 | 10.07 | 2.24 | 0.07 | 0.13 | 1.01 | 0.22 | 0.05 | 0.11 | 0.14 | 0.11 | 0.01 | 0.34 | 0.01 | 0.04 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 83972789 | 69508783 | 5941778 | 8522228 | 1890656 | 57184 | 108921 | 844926 | 188554 | 45088 | 94727 | 119836 | 95607 | 11171 | 284716 | 8995 | 30931 |
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1316.77 | 1316.4 | 1305.89 | 1327.45 | 1321.21 | 1330 | 1267 | 1318.14 | 1337.26 | 1326.12 | 1334 | 1331.51 | 1346.58 | 1241.22 | 1324.26 | 1285 | 1345 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 14413 | 12003 | 976 | 1434 | 300 | 14 | 15 | 132 | 29 | 5 | 14 | 18 | 18 | 0 | 45 | 1 | 9 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 100 | 83.28 | 6.77 | 9.95 | 2.08 | 0.10 | 0.10 | 0.92 | 0.20 | 0.03 | 0.10 | 0.12 | 0.12 | 0.00 | 0.31 | 0.01 | 0.06 |

For period covering October 1, 2019 to September 30, 2020.

For period covering October 1, 2019 to September 30, 2020.

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Table B9-2: EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability (Inclusion Rate)

| Awards | Total | Persons Without Disability | No Disability [05] | Not Identified [01] | Disability [02-03, 06-99] | Targeted Disability | Developmental Disability [02] | Traumatic Brain Injury [03] | Deaf or Serious Difficulty Hearing [19] | Blind or Serious Difficulty Seeing [20] | Missing Extremities [31] | Significant Mobility Impairment [40] | Partial or Complete Paralysis [60] | Epilepsy or Other Seizure Disorders [82] | Intellectual Disability [90] | Significant Psychiatric Disorder [91] | Dwarfism [92] | Significant Disfigurement [93] |
|---|----------|----------------------------|--------------------|---------------------|---------------------------|---------------------|-------------------------------|-----------------------------|---|---|--------------------------|--------------------------------------|------------------------------------|--|------------------------------|---------------------------------------|---------------|--------------------------------|
| TIME OFF AWARDS | | | | | | | | | | | | | | | | | | |
| Time-Off Awards 1 - 10 hours: Awards Given # | 43513 | 39358 | 35307 | 4051 | 4155 | 1006 | 39 | 61 | 399 | 76 | 33 | 56 | 62 | 46 | 15 | 187 | 7 | 25 |
| Time-Off Awards 1 - 10 hours: Awards Given % | 17.46 | 17.82 | 17.74 | 18.54 | 14.65 | 18.90 | 17.18 | 17.13 | 20.35 | 14.29 | 25.38 | 19.44 | 20.46 | 14.29 | 21.43 | 18.51 | 35.00 | 24.27 |
| Time-Off Awards 1 - 10 Hours: Total Hours # | 281751 | 253875 | 227229 | 26646 | 27876 | 6885 | 237 | 440 | 2667 | 526 | 222 | 430 | 421 | 320 | 105 | 1281 | 56 | 180 |
| Time-Off Awards 1 - 10 Hours: Average Hours # | 6.48 | 0 | 6.44 | 6.58 | 6.71 | 6.84 | 6 | 7 | 6.68 | 6.92 | 6.73 | 8 | 6.79 | 6.96 | 7 | 6.85 | 8 | 7 |
| Time-Off Awards 11 - 20 hours: Awards Given # | 13468 | 11862 | 10383 | 1479 | 1606 | 308 | 10 | 16 | 127 | 24 | 7 | 15 | 19 | 20 | 7 | 59 | 0 | 4 |
| Time-Off Awards 11 - 20 hours: Awards Given % | 5.40 | 5.37 | 5.22 | 6.77 | 5.66 | 5.79 | 4.41 | 4.49 | 6.48 | 4.51 | 5.38 | 5.21 | 6.27 | 6.21 | 10.00 | 5.84 | 0.00 | 3.88 |
| Time-Off Awards 11 - 20 Hours: Total Hours # | 209960 | 184690 | 161336 | 23354 | 25270 | 4938 | 164 | 264 | 1985 | 385 | 124 | 249 | 310 | 336 | 113 | 960 | 0 | 48 |
| Time-Off Awards 11 - 20 Hours: Average Hours # | 15.59 | 0 | 15.54 | 15.79 | 15.73 | 16.03 | 16 | 17 | 15.63 | 16.04 | 17.71 | 17 | 16.32 | 16.8 | 16.14 | 16.27 | 0 | 12 |
| Time-Off Awards 21 - 30 hours: Awards Given # | 7755 | 6702 | 5808 | 894 | 1053 | 185 | 2 | 10 | 90 | 13 | 3 | 11 | 7 | 7 | 0 | 38 | 1 | 3 |
| Time-Off Awards 21 - 30 hours: Awards Given % | 3.11 | 3.03 | 2.92 | 4.09 | 3.71 | 3.48 | 0.88 | 2.81 | 4.59 | 2.44 | 2.31 | 3.82 | 2.31 | 2.17 | 0.00 | 3.76 | 5.00 | 2.91 |
| Time-Off Awards 21 - 30 Hours: Total Hours # | 185489 | 160398 | 138880 | 21518 | 25091 | 4454 | 48 | 238 | 2161 | 328 | 72 | 272 | 145 | 166 | 0 | 930 | 24 | 70 |
| Time-Off Awards 21 - 30 Hours: Average Hours # | 23.92 | 0 | 23.91 | 24.07 | 23.83 | 24.08 | 24 | 24 | 24.01 | 25.23 | 24 | 25 | 20.71 | 23.71 | 0 | 24.47 | 24 | 23 |
| Time-Off Awards 31 - 40 hours: Awards Given # | 8042 | 7013 | 6027 | 986 | 1029 | 217 | 5 | 16 | 103 | 11 | 6 | 8 | 11 | 7 | 0 | 46 | 0 | 4 |
| Time-Off Awards 31 - 40 hours: Awards Given % | 3.23 | 3.17 | 3.03 | 4.51 | 3.63 | 4.08 | 2.20 | 4.49 | 5.25 | 2.07 | 4.62 | 2.78 | 3.63 | 2.17 | 0.00 | 4.55 | 0.00 | 3.88 |
| Time-Off Awards 31 - 40 Hours: Total Hours # | 299188 | 260743 | 224267 | 36476 | 38445 | 8021 | 144 | 568 | 3893 | 407 | 224 | 288 | 407 | 266 | 0 | 1664 | 0 | 160 |
| Time-Off Awards 31 - 40 Hours: Average Hours # | 37.2 | 0 | 37.21 | 36.99 | 37.36 | 36.96 | 29 | 36 | 37.8 | 37 | 37.33 | 36 | 37 | 38 | 0 | 36.17 | 0 | 40 |
| Time-Off Awards 41 or more Hours: Awards Given # | 50 | 47 | 43 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Awards Given % | 0.02 | 0.02 | 0.02 | 0.02 | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Time-Off Awards 41 or more Hours: Total Hours # | 2613 | 2469 | 2253 | 216 | 144 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Time-Off Awards 41 or more Hours: Average Hours # | 52.26 | 4 | 52.4 | 54 | 48 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CASH AWARDS | | | | | | | | | | | | | | | | | | |
| Cash Awards \$500 and Under: Awards Given # | 101258 | 91642 | 82748 | 8894 | 9616 | 1953 | 132 | 114 | 698 | 194 | 42 | 91 | 110 | 108 | 31 | 399 | 3 | 31 |
| Cash Awards \$500 and Under: Awards Given % | 40.63 | 41.49 | 41.58 | 40.70 | 33.90 | 36.70 | 58.15 | 32.02 | 35.59 | 36.47 | 32.31 | 31.60 | 36.30 | 33.54 | 44.29 | 39.50 | 15.00 | 30.10 |
| Cash Awards \$500 and Under: Total Amount \$ | 30726443 | 28160510 | 25333709 | 2826801 | 2565933 | 646680 | 39847 | 40808 | 230767 | 60497 | 12414 | 31783 | 39816 | 36663 | 10091 | 132870 | 1124 | 10000 |
| Cash Awards \$500 and Under: Average Amount \$ | 303.45 | 36 | 306.15 | 317.83 | 266.84 | 331.12 | 302 | 358 | 330.61 | 311.84 | 295.57 | 349 | 361.96 | 339.47 | 325.52 | 333.01 | 374.67 | 323 |
| Cash Awards: \$501 - \$999: Awards Given # | 77835 | 70303 | 63208 | 7095 | 7532 | 1713 | 71 | 113 | 660 | 155 | 38 | 96 | 100 | 99 | 16 | 316 | 7 | 42 |
| Cash Awards: \$501 - \$999: Awards Given % | 31.23 | 31.83 | 31.76 | 32.47 | 26.55 | 32.19 | 31.28 | 31.74 | 33.66 | 29.14 | 29.23 | 33.33 | 33.00 | 30.75 | 22.86 | 31.29 | 35.00 | 40.78 |
| Cash Awards: \$501 - \$999: Total Amount \$ | 56227585 | 50703625 | 45665962 | 5037663 | 5523960 | 1247662 | 49819 | 84023 | 479136 | 114220 | 27608 | 71441 | 73234 | 73150 | 10353 | 228770 | 5669 | 30239 |
| Cash Awards: \$501 - \$999: Average Amount \$ | 722.39 | -11 | 722.47 | 710.03 | 733.4 | 728.35 | 702 | 744 | 725.96 | 736.9 | 726.53 | 744 | 732.34 | 738.89 | 647.06 | 723.96 | 809.86 | 720 |
| Cash Awards: \$1000 - \$1999: Awards Given # | 63772 | 57352 | 52802 | 4550 | 6420 | 1431 | 43 | 86 | 641 | 141 | 34 | 71 | 90 | 71 | 9 | 215 | 7 | 23 |
| Cash Awards: \$1000 - \$1999: Awards Given % | 25.59 | 25.96 | 26.53 | 20.82 | 22.63 | 26.89 | 18.94 | 24.16 | 32.69 | 26.50 | 26.15 | 24.65 | 29.70 | 22.05 | 12.86 | 21.29 | 35.00 | 22.33 |
| Cash Awards: \$1000 - \$1999: Total Amount \$ | 83972789 | 75450561 | 69508783 | 5941778 | 8522228 | 1890656 | 57184 | 108921 | 844926 | 188554 | 45088 | 94727 | 119836 | 95607 | 11171 | 284716 | 8995 | 30931 |
| Cash Awards: \$1000 - \$1999: Average Amount \$ | 1316.77 | -10 | 1316.4 | 1305.89 | 1327.45 | 1321.21 | 1330 | 1267 | 1318.14 | 1337.26 | 1326.12 | 1334 | 1331.51 | 1346.58 | 1241.22 | 1324.26 | 1285 | 1345 |
| Cash Awards: \$2000 - \$2999: Awards Given # | 14413 | 12979 | 12003 | 976 | 1434 | 300 | 14 | 15 | 132 | 29 | 5 | 14 | 18 | 18 | 0 | 45 | 1 | 9 |
| Cash Awards: \$2000 - \$2999: Awards Given % | 5.78 | 5.88 | 6.03 | 4.47 | 5.06 | 5.64 | 6.17 | 4.21 | 6.73 | 5.45 | 3.85 | 4.86 | 5.94 | 5.59 | 0.00 | 4.46 | 5.00 | 8.74 |

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Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|--------------------------------|--------------|
| a. Cluster GS-1 to GS-10 (PWD) | Answer No |
| b. Cluster GS-11 to SES (PWD) | Answer No |

Compared to the 12 percent benchmark, the agency does not have triggers associated with IWD participation in either grade cluster of the permanent workforce. IWD participation in the GS-1 to GS-10 grade cluster of the permanent workforce is 12.68 percent. IWD participation in the GS-11 to SES grade cluster of the permanent workforce is 12.53 percent.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|---------------------------------|--------------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD) | Answer No |

Compared to the 2 percent benchmark, the agency does not have triggers associated with IWTD participation in either grade cluster of the permanent workforce. IWTD participation in the GS-1 to GS-10 grade cluster of the permanent workforce is 2.32 percent. IWTD participation in the GS-11 to SES grade cluster of the permanent workforce is 2.27 percent.

| Grade Level Cluster(GS or Alternate Pay Planb) | Total | Reportable Disability | | Targeted Disability | |
|--|--------|-----------------------|-------|---------------------|------|
| | # | # | % | # | % |
| Numerical Goal | -- | 12% | | 2% | |
| Grades GS-1 to GS-10 | 44010 | 5582 | 12.68 | 1023 | 2.32 |
| Grades GS-11 to SES | 136288 | 17071 | 12.53 | 3090 | 2.27 |

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

From July through October 2020, OEEA facilitated a DON-wide resurvey effort that encouraged employees to self-identify as having a disability or targeted disability. This effort stemmed from the DON IWD Champions Council, where one of its 2020 objectives was to resurvey the workforce in order to establish a better baseline for analyzing disability data. To kick-off this effort, the Principal Deputy Assistant Secretary of the Navy (Manpower and Reserve Affairs), Performing the Duties of the Assistant

Secretary of the Navy (Manpower and Reserve Affairs), signed a memorandum titled “Requesting Voluntary Employee Self-Identification of a Disability.” The memorandum was disseminated widely to Echelon 1 and 2 Commands (the most organizationally senior commands), as well as to the Human Resources and EEO communities. The memorandum identified DON’s responsibility to meet employment goals, and indicated that increased self-identification of a disability can help foster a greater culture of inclusion. In addition, the IWD Champions Council established an aspirational goal for the DON’s workforce to be comprised of 3 percent IWTD and 14 percent IWD, which exceeds the EEOC goals of 2 percent and 12 percent, respectively. This goal was communicated via the email containing the self-identification memorandum, which was shared with the aforementioned groups and disseminated widely to various levels of the DON. Sent along with the memorandum was the OEEEO’s Fact Sheet, “Updating Your Disability Status,” which also detailed the IWD Champions Council goal of 14 percent IWD and 3 percent IWTD.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period?
If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer No

The agency performs disability program functions utilizing a combination of full-time and part-time personnel resources. Part-time resources typically execute disability-related and/or non-disability-related functions, based on organizational priorities, as resources permit. Some regulatory requirements for disability programs, such as timeliness of reasonable accommodation requests, are not being met; therefore, some aspects of the DON Disability Program would benefit from additional qualified personnel. Additional resources for EEO have been placed into future year budget cycles.

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

| Disability Program Task | # of FTE Staff By Employment Status | | | Responsible Official (Name, Title, Office Email) |
|--|-------------------------------------|-----------|-----------------|---|
| | Full Time | Part Time | Collateral Duty | |
| Processing applications from PWD and PWTD | 0 | 0 | 0 | Ms. Lisa Jox Director of HR Operations |
| Special Emphasis Program for PWD and PWTD | 0 | 0 | 0 | Meena Farzanfar Disability Program Manager |
| Answering questions from the public about hiring authorities that take disability into account | 0 | 0 | 1 | Meena Farzanfar Disability Program Manager |
| Processing reasonable accommodation requests from applicants and employees | 0 | 0 | 0 | Meena Farzanfar Disability Program Manager |
| Section 508 Compliance | 0 | 0 | 0 | Christopher Julka FOIA Liaison and 508 Coordinator |

| Disability Program Task | # of FTE Staff By Employment Status | | | Responsible Official (Name, Title, Office Email) |
|---------------------------------------|-------------------------------------|-----------|-----------------|---|
| | Full Time | Part Time | Collateral Duty | |
| Architectural Barriers Act Compliance | 0 | 0 | 0 | Rear Admiral John W. Korkas Commander, Naval Facilities Engineering Command (NAVFAC) |

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

The agency EEO program, including Disability Program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. If needed, Disability Program staff seeks out and attends training (e.g. DEOMI's Disability Program Management Course) in order to carry out their responsibilities.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer No

The agency EEO program, including disability program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Funding and other resources are executed based on organizational priorities, as resources permit. Some regulatory requirements for disability programs, such as timeliness of reasonable accommodation requests, are not being met; therefore, some aspects of the DON Disability Program would benefit from additional funding and other resources. Additional resources for EEO have been placed into future year budget cycles.

Section III: Program Deficiencies In The Disability Program

| | | | |
|--|--|--|---|
| Brief Description of Program Deficiency | B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709] | | |
| Objective | More resources are needed to timely process EEO complaints, reasonable accommodations, complete barrier analyses, and to manage its Special Emphasis Programs. | | |
| Target Date | Sep 30, 2018 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| | Sep 30, 2021 | | 1. Examine DON EEO program for efficiencies by examining structure, billets, workload, and other relevant factors to increase compliance and determine appropriate level of resourcing. |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |
| | 2020 | 1. In alignment with the 2019-2030 DON Civilian Human Capital Strategy (HCS), the DON utilized contracted resources to provide an independent perspective of program organization, workflow, and other relevant factors. That effort identified and interviewed relevant stakeholders, assessed EEO practitioner workloads and assignments, and analyzed the current DON EEO Program structure and its effectiveness, with the intention of designing a recommended future state for the entire DON EEO program. Assessment efforts will continue through the beginning of FY 2021, and the effort will culminate in a final future state decision and implementation strategy later in FY 2022. | |

| | | | |
|--|--|------------------------|-------------------------|
| Brief Description of Program Deficiency | C.2.a.6. Do the agency's training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)] | | |
| Objective | The DON will examine and reassess its course offerings to address required elements of disability based harassment and agency training materials on its Anti- Harassment policy. | | |
| Target Date | Sep 30, 2021 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

| | | | |
|--|---|------------------------|-------------------------|
| Brief Description of Program Deficiency | C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)] | | |
| Objective | The DON is actively working to revise the disability/reasonable accommodation procedures, with expected issuance in CY 2021. | | |
| Target Date | Dec 31, 2021 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

| | | | |
|--|---|------------------------|---|
| Brief Description of Program Deficiency | C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column. | | |
| Objective | The agency performs disability program functions utilizing a combination of full-time and part-time personnel resources. Part-time resources typically execute disability-related and/or non-disability-related functions, based on organizational priorities, as resources permit. | | |
| Target Date | Sep 30, 2022 | | |
| Completion Date | | | |
| Planned Activities | <u>Target Date</u> | <u>Completion Date</u> | <u>Planned Activity</u> |
| | Oct 1, 2021 | | Additional resources for EEO have been placed into future year budget cycles. |
| Accomplishments | <u>Fiscal Year</u> | <u>Accomplishment</u> | |

| | | | |
|--|---|--|--|
| Brief Description of Program Deficiency | D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)] | | |
|--|---|--|--|

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The DON utilizes the Workforce Recruitment Program (WRP) as a recruitment source to bring on students and recent graduates with disabilities on a temporary and permanent basis. The WRP database contains the largest pool of Schedule A(u)-eligible candidates to recruit from, and is refreshed with new candidates each year. The DoD provides its components, to include the DON, with funding to fill a limited number of 14-week placements. In FY 2020, the DON overcame significant program challenges to facilitate the employment of 22 participants in temporary opportunities, and 10 permanent placements. The DON’s subordinate components conduct various recruiting efforts to identify job applicants with disabilities and with targeted disabilities, to varying degrees of success. These efforts include attending job fairs, as well as leveraging relationships with vocational rehabilitation agencies and relevant colleges/universities to identify potential candidates.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

DON’s major commands leverage available hiring flexibilities (to include the 30 percent or more Disabled Veteran, Schedule A(u), and Veterans’ Recruitment Appointment (VRA)), as well as various recruitment sources (e.g. Wounded Warrior programs, WRP, etc.) in order to identify the most suitable candidate to meet workforce needs. According to DON FY 2020 data, 6 percent of new hires were hired through the 30 percent or more Disabled Veteran hiring authority (up from 1.3 percent in FY 2019), and 7 percent were hired through the Schedule A(u) hiring authority (up from 1.7 percent in FY 2019).

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The DON utilizes hiring authorities that take disability into account as an Area of Consideration (AOC) in vacancy announcements. When it is included as an AOC, and applicants apply for a relevant position through www.USAJobs.gov and want to exercise their eligibility for one of these authorities, they self- certify their eligibility while completing the questionnaire, and provide proof of eligibility (e.g. with Schedule A(u) letter or U.S. Department of Veterans Affairs disability rating letter, etc.) before submitting their application. The HR Specialist then evaluates the sufficiency of the documentation, and if deemed sufficient and the candidate is deemed qualified for the position, the candidate may be added to the certificate of eligible candidates, which is provided to the hiring manager.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer Yes

Supervisors are required to take Supervisory EEO Training and “Hiring Talent” training, which are computer-based courses in TWMS. The Supervisory EEO Training is required to be taken within 1 year of initial appointment to a supervisory position, with a refresher taken at least every 3 years thereafter. The IWD Program section of this training describes the Schedule A(u) hiring authority, indicates that candidates may be found through vocational rehabilitation agencies and the WRP, and informs hiring managers that a best practice is to have qualified Schedule A(u) candidates prior to putting in a Request for Personnel Action (RPA), and to include People with Disabilities as an AOC on the vacancy announcement. The “Hiring Talent” training is required to be taken within 1 year of initial appointment to a supervisory position, and every year thereafter. This training has its own section on Hiring People with Disabilities. Information on VRA and 30 percent or more Disabled Veteran (including Wounded Warriors) are included in the “Hiring Veterans” section of this training. In addition to the training above, the DON’s subordinate components also facilitate additional component-specific supervisory training requirements pertaining to Disability Program priorities and hiring flexibilities.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The DON’s subordinate components have established and/or maintained contacts to varying degrees with various disability employment organizations, and especially Wounded Warriors organizations. The DON actively promotes and utilizes the WRP, which is a Federal government-wide recruitment and referral program managed by the Department of Labor and DoD that connects the DON’s hiring managers with qualified candidates with disabilities for temporary and permanent positions. This database contains candidates from hundreds of colleges and universities across the country.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Answer Yes

b. New Hires for Permanent Workforce (PWTD) Answer Yes

The permanent workforce hire percentage for IWD within the appropriated fund workforce is 5.5 percent (which is lower than the 12 percent benchmark). The permanent workforce hire percentage for IWTD within the permanent workforce is 1.1 percent (which is lower than the 2 percent benchmark).

| New Hires | Total (#) | Reportable Disability | | Targeted Disability | |
|-----------|--------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | | Permanent Workforce (%) | Temporary Workforce (%) | Permanent Workforce (%) | Temporary Workforce (%) |

| | | | | | |
|---------------------------|-------|------|------|------|------|
| % of Total Applicants | 31386 | 9.35 | 0.00 | 3.62 | 0.00 |
| % of Qualified Applicants | 16682 | 9.17 | 0.00 | 3.43 | 0.00 |
| % of New Hires | 694 | 5.33 | 0.00 | 1.59 | 0.00 |

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD)

Answer Yes

b. New Hires for MCO (PWTD)

Answer Yes

Occupational series 0301, 0343, 0346, 0501, 0801, 0830, 1102, and 2210 have triggers for both IWD and IWTD.

| New Hires to Mission-Critical Occupations | Total (#) | Reportable Disability | | Targetable Disability | |
|---|-----------|--------------------------|---------------|--------------------------|---------------|
| | | Qualified Applicants (%) | New Hires (%) | Qualified Applicants (%) | New Hires (%) |
| Numerical Goal | -- | 12% | | 2% | |
| 0301MISC. ADMINISTRATION PROGRAM | 53 | 375.47 | 7.55 | 130.19 | 1.89 |
| 0343MANAGEMENT PROGRAM ANALYSIS | 53 | 409.43 | 11.32 | 139.62 | 3.77 |
| 0346LOGISTICS MANAGEMENT | 25 | 388.00 | 0.00 | 160.00 | 0.00 |
| 0501FINANCIAL ADMINISTRATION AND PROGRAM | 50 | 298.00 | 10.00 | 88.00 | 2.00 |
| 0801GENERAL ENGINEERING | 15 | 126.67 | 60.00 | 40.00 | 0.00 |
| 0802ENGINEERING TECHNICIAN | 42 | 140.48 | 7.14 | 52.38 | 2.38 |
| 0830MECHANICAL ENGINEERING | 20 | 80.00 | 0.00 | 20.00 | 0.00 |
| 0855ELECTRONICS ENGINEERING | 9 | 166.67 | 66.67 | 77.78 | 33.33 |
| 1102CONTRACTING | 140 | 25.00 | 0.00 | 9.29 | 0.00 |
| 2210INFORMATION TECHNOLOGY MANAGEMENT | 0 | 0.00 | 0.00 | 0.00 | 0.00 |

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Qualified Applicants for MCO (PWD)

Answer Yes

b. Qualified Applicants for MCO (PWTD)

Answer Yes

All MCOs (Occupational Series 0301, 0343, 0346, 0501, 0801, 0802, 0830, 0855, 1102, and 2210) have triggers for both IWD and IWTD.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (PWD)

Answer Yes

b. Promotions for MCO (PWTD)

Answer Yes

Occupational Series 0301, 0343, 0346, 0501, 0801, 1102 and 2210 have triggers that exist for both IWD and IWTD. For Occupational Series 0802 and 0855, triggers exist for IWTD, but not for IWD.

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of the DON’s subcomponents offer and administer advancement opportunities, where IWD and IWTD could be considered.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

The DON offers and seeks applications for a multitude of advancement opportunities, where all eligible candidates are encouraged to apply. Some of the DON’s subcomponents offer and administer advancement opportunities, where IWD and IWTD could be considered.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|-----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | Applicants (#) | Selectees (#) | Applicants (%) | Selectees (%) | Applicants (%) | Selectees (%) |
| Internship Programs | | | | | | |
| Detail Programs | | | | | | |
| Fellowship Programs | | | | | | |
| Other Career Development Programs | | | | | | |
| Mentoring Programs | | | | | | |
| Coaching Programs | | | | | | |

| Career Development Opportunities | Total Participants | | PWD | | PWTD | |
|----------------------------------|--------------------|---------------|----------------|---------------|----------------|---------------|
| | Applicants (#) | Selectees (#) | Applicants (%) | Selectees (%) | Applicants (%) | Selectees (%) |
| Training Programs | | | | | | |

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer No

b. Selections (PWD) Answer No

The agency does not maintain relevant data on career development opportunities; thus, the presence of triggers cannot be assessed.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer No

b. Selections (PWTD) Answer No

The agency does not maintain relevant data on career development opportunities; thus, the presence of triggers cannot be assessed.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer Yes

b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

There are triggers for both IWD and IWTD in Time off Awards of 40+ hours, Cash Awards of \$500 and under, and Cash Awards of \$2000 - \$5000+. There are triggers for IWD in Time Off Awards of 1-10 hours and Cash Awards of \$501-\$1999.

| Time-Off Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|--|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
| Time-Off Awards 1 - 10 hours: Awards Given | 43513 | 14.65 | 17.74 | 18.90 | 13.67 |
| Time-Off Awards 1 - 10 Hours: Total Hours | 281751 | 98.27 | 114.17 | 129.37 | 91.09 |
| Time-Off Awards 1 - 10 Hours: Average Hours | 6.48 | 0.02 | 0.00 | 0.13 | 0.00 |
| Time-Off Awards 11 - 20 hours: Awards Given | 13468 | 5.66 | 5.22 | 5.79 | 5.63 |
| Time-Off Awards 11 - 20 Hours: Total Hours | 209960 | 89.09 | 81.06 | 92.78 | 88.23 |
| Time-Off Awards 11 - 20 Hours: Average Hours | 15.59 | 0.06 | 0.01 | 0.30 | 0.00 |
| Time-Off Awards 21 - 30 hours: Awards Given | 7755 | 3.71 | 2.92 | 3.48 | 3.77 |

| Time-Off Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|---|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
| Time-Off Awards 21 - 30 Hours: Total Hours | 185489 | 88.45 | 69.78 | 83.69 | 89.55 |
| Time-Off Awards 21 - 30 Hours: Average Hours | 23.92 | 0.08 | 0.01 | 0.45 | 0.00 |
| Time-Off Awards 31 - 40 hours: Awards Given | 8042 | 3.63 | 3.03 | 4.08 | 3.52 |
| Time-Off Awards 31 - 40 Hours: Total Hours | 299188 | 135.53 | 112.68 | 150.71 | 132.03 |
| Time-Off Awards 31 - 40 Hours: Average Hours | 37.2 | 0.13 | 0.02 | 0.69 | 0.00 |
| Time-Off Awards 41 or more Hours: Awards Given | 50 | 0.01 | 0.02 | 0.00 | 0.01 |
| Time-Off Awards 41 or more Hours: Total Hours | 2613 | 0.51 | 1.13 | 0.00 | 0.62 |
| Time-Off Awards 41 or more Hours: Average Hours | 52.26 | 0.17 | 0.03 | 0.00 | 0.21 |

| Cash Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|--|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
| Cash Awards: \$501 - \$999: Awards Given | 77835 | 26.55 | 31.76 | 32.19 | 25.25 |
| Cash Awards: \$501 - \$999: Total Amount | 56227585 | 19473.88 | 22944.38 | 23443.48 | 18557.10 |
| Cash Awards: \$501 - \$999: Average Amount | 722.39 | 2.59 | 0.36 | 13.69 | 0.02 |
| Cash Awards: \$1000 - \$1999: Awards Given | 63772 | 22.63 | 26.53 | 26.89 | 21.65 |
| Cash Awards: \$1000 - \$1999: Total Amount | 83972789 | 30043.81 | 34923.95 | 35525.29 | 28777.87 |
| Cash Awards: \$1000 - \$1999: Average Amount | 1316.77 | 4.68 | 0.66 | 24.83 | 0.03 |
| Cash Awards: \$2000 - \$2999: Awards Given | 14413 | 5.06 | 6.03 | 5.64 | 4.92 |
| Cash Awards: \$2000 - \$2999: Total Amount | 33447605 | 11902.93 | 13968.22 | 13066.69 | 11634.16 |
| Cash Awards: \$2000 - \$2999: Average Amount | 2320.66 | 8.30 | 1.16 | 43.56 | 0.16 |
| Cash Awards: \$3000 - \$3999: Awards Given | 4208 | 1.26 | 1.81 | 1.26 | 1.26 |
| Cash Awards: \$3000 - \$3999: Total Amount | 13857894 | 4210.19 | 5954.75 | 4223.54 | 4207.10 |
| Cash Awards: \$3000 - \$3999: Average Amount | 3293.23 | 11.76 | 1.65 | 63.04 | -0.08 |
| Cash Awards: \$4000 - \$4999: Awards Given | 1723 | 0.44 | 0.77 | 0.66 | 0.39 |
| Cash Awards: \$4000 - \$4999: Total Amount | 7487910 | 1941.84 | 3335.58 | 2783.62 | 1747.44 |
| Cash Awards: \$4000 - \$4999: Average Amount | 4345.86 | 15.41 | 2.18 | 79.53 | 0.60 |
| Cash Awards: \$5000 or more: Awards Given | 1857 | 0.47 | 0.83 | 0.54 | 0.45 |
| Cash Awards: \$5000 or more: Total Amount | 12624247 | 3290.99 | 5640.92 | 3681.62 | 3200.78 |
| Cash Awards: \$5000 or more: Average Amount | 6798.19 | 24.93 | 3.41 | 126.95 | 1.37 |

Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

There are triggers for both IWD and IWT in quality step increases. There is a trigger for IWD in performance-based pay increases.

| Other Awards | Total (#) | Reportable Disability % | Without Reportable Disability % | Targeted Disability % | Without Targeted Disability % |
|---|-----------|-------------------------|---------------------------------|-----------------------|-------------------------------|
| Total Performance Based Pay Increases Awarded | 39419 | 13.48 | 16.56 | 16.85 | 12.70 |

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer No

b. Other Types of Recognition (PWTD) Answer No

The DON currently does not have data on other types of employee recognition programs.

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer Yes

ii. Internal Selections (PWD) Answer Yes

The agency has multiple relevant triggers involving IWD: a. For the SES level, only 2.08 percent of qualified internal applicants identified as IWD, compared to nearly 9 percent in the relevant applicant pool, and 0 percent of selectees identified as IWD,

compared to 2.08 percent in the qualified applicant pool. b. For the GS-15 level, only 4.24 percent of qualified internal applicants identified as IWD, compared to 9.63 percent in the relevant applicant pool, and only 0.52 percent of selectees identified as IWD, compared to 4.24 percent in the qualified applicant pool. c. For the GS-14 level, only 4.46 percent of qualified internal applicants identified as IWD, compared to 9.82 percent in the relevant applicant pool, and only 1.43 percent of selectees identified as IWD, compared to 4.46 percent in the qualified applicant pool. d. For the GS-13 level, only 6.11 percent of qualified internal applicants identified as IWD, compared to 11.99 percent in the relevant applicant pool, and only 2.75 percent of selectees identified as IWD, compared to 6.11 percent in the qualified applicant pool.

2. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

c. Grade GS-14

i. Qualified Internal Applicants (PWTB) Answer Yes

ii. Internal Selections (PWTB) Answer Yes

d. Grade GS-13

i. Qualified Internal Applicants (PWTB) Answer No

ii. Internal Selections (PWTB) Answer Yes

The agency has multiple triggers involving IWTB among the qualified internal applicants and/or selectees for promotions to senior grade levels: a. For the SES level, 0 percent of qualified internal applicants identified as IWTB, compared to 1.8 percent in the relevant applicant pool. b. For the GS-15 level, only 1.95 percent of qualified internal applicants identified as IWTB, compared to 2.06 percent in the relevant applicant pool, and 0 percent of selectees identified as IWTB, compared to 1.95 percent in the qualified applicant pool. c. For the GS-14 level, only 1.81 percent of qualified internal applicants identified as IWTB, compared to 2.18 percent in the relevant applicant pool, and only 0.41 percent of selectees identified as IWTB, compared to 1.81 percent in the qualified applicant pool. d. For the GS-13 level, while 3.09 percent of qualified internal applicants identified as IWTB, compared to 2.59 percent in the relevant applicant pool, only 1.06 percent of selectees identified as IWTB, compared to 3.09 percent in the qualified applicant pool.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD) Answer Yes

b. New Hires to GS-15 (PWD) Answer Yes

c. New Hires to GS-14 (PWD) Answer Yes

d. New Hires to GS-13 (PWD)

Answer Yes

Among qualified new hire applicants, 4.72 percent of SES, 3.72 percent of GS-15, and 5.65 percent of GS-13 identified as IWD; however, none were selected. Similarly, 5.96 percent of qualified new hire applicants to GS-14 identified as IWD; however, only 2.63 percent were selected. The selection rate for applicants who identified as IWD to all four grade levels fell short of the corresponding combined selection rate for applicants within the No Disability and Not Identified categories.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTB)

Answer Yes

b. New Hires to GS-15 (PWTB)

Answer Yes

c. New Hires to GS-14 (PWTB)

Answer Yes

d. New Hires to GS-13 (PWTB)

Answer Yes

Among qualified new hire applicants, 3.14 percent of SES, 1.86 percent of GS-15, 2.27 percent of GS-14, and 2.94 percent of GS-13 identified as IWTB; however, none were selected. The selection rate for applicants who identified as IWTB to all four grade levels fell short of the corresponding combined selection rate for applicants within the No Disability and Not Identified categories.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWD)

Answer Yes

ii. Internal Selections (PWD)

Answer Yes

b. Managers

i. Qualified Internal Applicants (PWD)

Answer Yes

ii. Internal Selections (PWD)

Answer Yes

c. Supervisors

i. Qualified Internal Applicants (PWD)

Answer Yes

ii. Internal Selections (PWD)

Answer No

With respect to Executive positions, 8.52 percent of applicants were IWD; however, only 4.11 percent of those qualified were IWD, and none of those selected were IWD. For Manager positions, 9.79 percent of applicants were IWD; however, only 5.73 percent of those qualified were IWD, and only 2.22 percent of those selected were IWD. For Supervisory positions, 11.99 percent of applicants were IWD, however only 6.74 percent of those qualified were IWD.

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- | | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

b. Managers

- | | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

c. Supervisors

- | | | |
|---|--------|-----|
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD) | Answer | Yes |

With respect to Executive positions, 1.8 percent of applicants were IWTd. While 2.37 percent of those qualified were IWTd, none were selected. For Manager positions, 2.16 percent of applicants were IWTd. While 2.78 percent of those qualified were IWTd, none were selected. For Supervisory positions, 2.99 percent of applicants were IWTd. While 3.47 percent of those qualified were IWTd, only 3.45 percent of those were selected.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|------------------------------------|--------|-----|
| a. New Hires for Executives (PWD) | Answer | Yes |
| b. New Hires for Managers (PWD) | Answer | Yes |
| c. New Hires for Supervisors (PWD) | Answer | Yes |

With respect to Executive positions, 4.11 percent of those qualified were IWD, and none were selected. For Manager positions, 5.73 percent of those qualified were IWD, and none were selected. For Supervisory positions, 11.99 percent of those qualified were IWD; however, only 5.58 percent of those were qualified.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|-------------------------------------|--------|-----|
| a. New Hires for Executives (PWTD) | Answer | Yes |
| b. New Hires for Managers (PWTD) | Answer | Yes |
| c. New Hires for Supervisors (PWTD) | Answer | No |

With respect to Executive positions, 2.37 percent of those qualified were IWD, and none of those selected were IWD. For Manager positions, 2.78 percent of those qualified were IWD, and none of those selected were IWD.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

During the reporting period, 91 employees appointed via the Schedule A(u) hiring authority were not converted at the conclusion of the two year probationary period. In FY 2021, the DON will analyze additional data to discern why it did not convert all employees who were appointed via the Schedule A(u) hiring authority to competitive service at the conclusion of the probationary period.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD)

Answer Yes

b. Involuntary Separations (PWD)

Answer No

Voluntary separations of IWD exceeded those of non-IWD by 1.52 percent.

| Seperations | Total # | Reportable Disabilities % | Without Reportable Disabilities % |
|---|---------|---------------------------|-----------------------------------|
| Permanent Workforce: Reduction in Force | 0 | 0.00 | 0.00 |
| Permanent Workforce: Removal | 0 | 0.00 | 0.00 |
| Permanent Workforce: Resignation | 0 | 0.00 | 0.00 |
| Permanent Workforce: Retirement | 0 | 0.00 | 0.00 |
| Permanent Workforce: Other Separations | 0 | 0.00 | 0.00 |
| Permanent Workforce: Total Separations | 0 | 0.00 | 0.00 |

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD)

Answer Yes

b. Involuntary Separations (PWTD)

Answer No

Voluntary separations of IWTD exceeded those of non-IWTD by 2.55 percent.

| Seperations | Total # | Targeted Disabilities % | Without Targeted Disabilities % |
|---|---------|-------------------------|---------------------------------|
| Permanent Workforce: Reduction in Force | 0 | 0.00 | 0.00 |
| Permanent Workforce: Removal | 0 | 0.00 | 0.00 |
| Permanent Workforce: Resignation | 0 | 0.00 | 0.00 |
| Permanent Workforce: Retirement | 0 | 0.00 | 0.00 |
| Permanent Workforce: Other Separations | 0 | 0.00 | 0.00 |
| Permanent Workforce: Total Separations | 0 | 0.00 | 0.00 |

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

DON does not centrally conduct or collect exit interview or exit survey results; however, some subordinate components conduct and/or collect this information locally. Preliminary analysis does not identify any systemic or consistent reasons for IWD and/or IWTD to separate from the DON.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.secnave.navy.mil/mra/eo/Pages/Accessibility-of-IT-and-Facilities.aspx>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://www.secnave.navy.mil/mra/eo/Pages/Accessibility-of-IT-and-Facilities.aspx>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The DON works to expeditiously resolve formal Architectural Barriers Act and Section 508 complaints as they are referred by DoD and the U.S. Access Board for processing. In addition, the DON regularly processes requests for and provides reasonable accommodations for modifications within the work environment that involve physical and electronic accessibility. As part of the DON's Accessibility Policy Statement, the DON OEO serves as the point of contact for addressing accessibility concerns for agency facilities and technology, and will better understand the state of the DON's overall accessibility after analyzing the incoming inquiries. Based on the trends derived from this information, the DON can plan to eliminate certain barriers to accessibility in future years. In 2020, the IWD Champions Council established the objective of enhancing the accessibility of information technology (IT) and electronic documents, and the objective of enhancing the accessibility of physical infrastructure and DON facilities. As part of the Council's efforts, the DON OEO authored and issued a Fact Sheet in April 2020 titled "Section 508: Creating Accessible Documents." This Fact Sheet describes the importance of document accessibility, explains how to run Accessibility Checkers in frequently-used electronic file formats (Microsoft Word, PowerPoint, Excel, Adobe PDF, etc.), and provides additional resources for ensuring Section 508 compliance and document accessibility. The execution of additional efforts toward these two objectives have been planned for FY 2021. The DON heavily utilizes the DoD's Computer/Electronic Accommodations Program (CAP) to provide reasonable accommodations in the form of assistive technology. In FY 2020, CAP provided the DON workforce and service members with a total of 1,305 accommodations costing \$351,438.59. The DON has a strong team that meets weekly to execute a unique process to ensure that the CAP offerings are compatible and are approved for use on the Navy/Marine Corps Intranet (NMCI). This team continually reviews CAP's offerings, identifies the latest versions of assistive technologies, and procures those products for risk-assessment, compatibility testing, and approval on the NMCI network to ensure 508 compliance. The DON Program Manager for CAP Assistive Technologies troubleshoots any issues with user software if the software was obtained through CAP, and follows up with the appropriate parties to ensure expeditious resolution, so that individuals who rely on assistive technology can fully perform their job duties.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The DON utilizes the Navy Electronic Accommodations Tracker (NEAT) to collect reasonable accommodation (RA) data, which is a database system that DON's EEO offices use to document their efforts and milestones in processing requests for RA. OEO manages NEAT and has administrative oversight of RA processing in the database. The data in NEAT shows that the DON processed 2,041 requests for disability accommodations in FY 2020 (not including those for recurring requests), taking an average

of 38.57 days for the requests to be processed. DON's Procedures for Processing Requests for Reasonable Accommodation require that reasonable accommodation requests be processed (from initial request to decision of whether to accommodate) within 30 calendar days. Therefore, the DON's average processing time is longer than the timeframe prescribed in DON policy. In FY 2021, OEEEO will examine barriers to processing RA requests in a timely manner, and work to address any identified barriers. Please see Section VII of the Part J.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The agency EEO Program, including disability program elements, are dispersed both organizationally and geographically among 23 subordinate major commands and 65 lower-level activities, each of which are managed and resourced independently by their respective component heads. Some of the DON's subordinate components have issued additional reasonable accommodation guidance, in addition to the DON's Procedures for Processing Requests for Reasonable Accommodation. The DON's subordinate components executed their reasonable accommodation programs to varying degrees of success. Training was delivered on reasonable accommodation at the majority of the commands, and is also included in the mandatory Supervisory EEO Training course.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The DON issued a policy statement and Procedures for Processing Requests for Personal Assistance Services (PAS) on January 23, 2018. In FY 2020, the functionality to capture PAS requests in NEAT was implemented, so that the DON is able to evaluate trends and the effectiveness of the program. In FY 2020, the DON processed 3 PAS requests. Additionally, DON's mandatory Supervisory EEO Training includes a module that outlines the DON's obligation to provide PAS to those who need the services because of their targeted disability, defines PAS, distinguishes between PAS and reasonable accommodation, and refers to the DON's PAS procedures for more information.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

The DON did not have any findings of discrimination alleging harassment based on disability status.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

The DON had one finding of discrimination involving the failure to provide a reasonable accommodation, where the corrective measures taken by the agency were as follows: awarded the complainant \$5,000 for non-pecuniary damages and \$15,475 in attorney fees, and provided EEO and Reasonable Accommodation training to the Responsible Management Officials.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The accomplishment of planned activities is still underway. The impact of the activities toward eliminating barriers will be assessed in the FY 2021 MD-715.